



**SIES COLLEGE OF ARTS, SCIENCE AND COMMERCE, (AUTONOMOUS),
SION (W), MUMBAI -400 022
NAAC SSR – CYCLE 4 : 2018-2023**

Metric No. 5: 5.2.1:

Percentage of placement of outgoing students and students progressing to higher education during the last five years

Academic Year 2019-20

Sr. no.	Details	Page no.
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3	Appointment letters of Students placed	29

This is to certify that the attached documents have been verified and found to be true.


Principal
SIES College of Arts, Science &
Commerce (Autonomous)
Sion (West), Mumbai - 400 022.



College Seal

Sr. no.	Name of student placed / enrolling into higher education and contact details	Placement/Progressed to Higher Education	Program graduated from	Name of the employer with contact details (in case of placement) / Name of institution joined (in case of progression to higher education)	Pay package at appointment (In INR per annum) (applicable for students who got placement) / Name of program admitted to (applicable for students who progressed to higher education)
1.	CABRAL PRIYA LAVINA	Progressed	M.SC	Dnyan Ganga Education Trust's College of education B.ed.	B.Ed
2.	SHAIKH UMME AFIFA ASIF ALI	Progressed	B.COM	Department of Commerce, University of Mumbai	M.COM
3.	SWATHI SELVAM	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
4.	SHINDE DEVIKA PRADEEP	Progressed	BMM	Deviprasad Goenka Management College of Media Studies	MMS
5.	LATHE AJAY SIDDAPPA	Progressed	M.SC	Mahatma Phule Arts, Science and Commerce College	PhD
6.	SHUKLA REENA SHIVLAL	Progressed	B.SC	Institute of Distance and Open Learning	MA
7.	ABHINAYA LAXMANDASS	Progressed	BA	Department of History, University of Mumbai	MA
8.	SAYED AYESHA MUNAF	Progressed	BA	Department of History, University of Mumbai	MA

9.	KHAN AADILA MEHFUZAL	Progressed	BA	Department of History, University of Mumbai	MA
10.	SAYYED HUDA UBaidULLAH	Progressed	BA	Department of History, University of Mumbai	MA
11.	SHAIKH SAFURA ABDULLA	Progressed	BA	Department of History, University of Mumbai	MA
12.	FERNANDES ZICO SALVADOR	Progressed	B.COM	Agnel School of Law	LLB
13.	BAMBOLI PRANJAL NAVRATAN	Progressed	BA	K J Somaiya Comprehensive College of Arts	B.Ed
14.	DUBEY NEHA SHYAMPRAKASH	Progressed	BA	Smt. Kapila Khandvala College of Education	B.Ed
15.	DEEPA JAGANNATHAN	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
16.	BHAMBRI SHIVANGI JOGINDER KUMAR	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
17.	GALI SNEHA MANOHAR	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
18.	KOTHARI JANVI JAYESH	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
19.	BAFNA PRAGYA VINOD	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
20.	PEREIRA LINCY MOORTHY	Progressed	BA	Department of History, University of Mumbai	MA
21.	SAHANA SUNDERRAMAN	Progressed	BA	Department of History, University of Mumbai	MA
22.	TAMBE RAHUL CHANDRAKANT	Progressed	B.SC IT	Ramnarain Ruia Autonomous College	MSc
23.	DEORE UTKARSHA NILKANTH	Progressed	B.SC	Fr. C. Rodrigues Institute of Management Studies	MMS

24.	ANAND PALDURAI KRISHNAMANI	Progressed	B.SC IT	Vikas Night College of Arts, Science and Commerce	M.SC IT
25.	THONDAMAN P SUBA PICHUMANI	Progressed	B.SC CS	Kirti M. Doongursee College	MSc
26.	MOMAYA KEVAL TURESH	Progressed	B.COM	SIES College of Commerce and Economics	M.Com
27.	PADWAL SHRUSHTI SUNIL	Progressed	B.COM	Dr. V.N. Bedekar Institute of Management Studies	MMS
28.	SHETTY AKSHATHA JAYAKAR	Progressed	B.COM	V.E.S. Institute of Management Studies and Research	MMS
29.	BHIWANDIWALA SOHRAB MINOO	Progressed	B.COM	Gopaldas Jhamatmal Advani Law College	LLB
30.	MEHTA SHREYA MAHESH	Progressed	B.SC	Ramnarain Ruia Autonomous College	MSc
31.	RAI ANKUR SANJAYKUMAR	Progressed	B.SC IT	Institute of Distance and Open Learning	M.SC IT
32.	JARIA SAHIL DILIP	Progressed	BMS	Institute of Distance and Open Learning	M.COM
33.	JANITA JEBARANJINI AUGUSTINE GNANARAJ	Progressed	B.SC	Chembur Sarvankash Shikshanshastra Mahavidyala	B.Ed
34.	QURESHI AYESHA NASIM	Progressed	BA	Pillai College of Education and Research	B.Ed
35.	ODEDARA BHAWANA MURU	Progressed	B.SC	K J Somaiya College of Science and Commerce	M.SC
36.	PINGULKAR RASHMI MOHAN	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
37.	OBHAN RAKHI NARENDRAKUMAR	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
38.	ROUNAK BANO MOHD AHMED	Progressed	M.SC	Oriental College of Education	B.ED

39.	NADAR THILAKA MANI	Progressed	M.SC	K.J. Somaliya Comprehensive College	B.ED
40.	IYER PRABHAKAR RAMESH	Progressed	B.SC	Vikas Night College of Arts, Science and Commerce	M.SC
41.	ANTHWAL NEHA BHANUPRASAD	Progressed	B.SC	Karmaveer Bhaurao Patil College	M.SC
42.	RUBINA BEGUM AZIZ IBRAHIM	Progressed	B.SC	Satyagraha College of Education	B.ED
43.	ANGEL THERASA JOSEPH SAHAYAM	Progressed	BA	Smt. Surajba College of Education	B.ED
44.	BELE VRUSHALI GANESH	Progressed	BA	Siddharth College of Law	L.L.B
45.	SHENVI MANASVI RAJEEV	Progressed	BA	V.E.S College of Arts, Science and Commerce	MA
46.	PAULINE PAUL JANAKIRAMAN	Progressed	B.SC	Seva Sadan's College of Education, Seva Sadan Marg,	B.ED
47.	RAUT TANAYA MAHESH	Progressed	B.COM	Sterling Institute of Management Studies	MMS
48.	SHETTY SAURAV BHASKAR	Progressed	B.SC	K.J. Somaiya College of Science and Commerce	M. SC
49.	SYED MISBA NASIR	Progressed	B.SC	K.J. Somaiya College of Science and Commerce	B.ED
50.	GABRIEL SOPHIA EDWIN	Progressed	BMS	St. Francis Institute of Management and Research	PGDM
51.	SOMJI ROHAN TUKARAM	Progressed	B.SC	Department of Philosophy, University of Mumbai	MA
52.	PATEL SHANTI BHALLARAM	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
53.	AROKKIYAINBARAJ VELSKUMAR	Progressed	B.COM	Institute of Distance and Open Learning	M.COM

54.	AMBATOR SONU RAJU	Progressed	BMM	S K Somaiya College of Arts, Science and Commerce	MAEMA
55.	GHODKE MRUNALINI BHALCHANDRA	Progressed	BMS	Maharashtra Cosmopolitan Educational Society's	B.ED
56.	RAYALWAR PREETI RAJEEV	Progressed	B.SC	Department of Mathematics, University of Mumbai	M.SC
57.	CHAURASIA MOHINI MANOJ	Progressed	BMM	S K Somaiya College of Arts, Science and Commerce	MA EMA
58.	SOCHAN HUNGYO ISAAC	Progressed	BA	Department of Civics and Politics, University of Mumbai	MA
59.	GANGAN VAIDEHI PRADIP	Progressed	BMM	Institute of Distance and Open Learning	MA
60.	VORA KARAN NIMISH	Progressed	BMM	MET Institute of Management	MBA
61.	ROSHNI SAJITHKUMAR RANI	Progressed	BMM	Garware Institute of Career Education and Development	MME
62.	PRABHU SANKET KESHAV	Progressed	B.SC CS	SIES College of Commerce and Economics	M.SC IT
63.	PANDEY ANKITA	Progressed	BMS	V.E.S. Institute of Management Studies and Research	PGDM
64.	SHARANIYA POOSATHURAI	Progressed	B.COM	Pillai College of Education and Research	B.ED
65.	JAIHWAL AKSHAY KUMAR BABULAL	Progressed	B.COM	Institute of Distance and Open Learning	MA
66.	GHEGADMAL SADHANA EKNATH	Progressed	BA	Institute of Distance and Open Learning	MA
67.	KHAN SANA ZAHID	Progressed	BA	Institute of Distance and Open Learning	MA

68.	JAIN AKANKSHA RAMNIKLAL	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
69.	SHWETHA RAVI	Progressed	BA	Institute of Distance and Open Learning	MA
70.	PEER FATHIMA ABDUL KHAYOOM	Progressed	BMM	Allana Institute of Management Studies (AIAIMS)	MMS
71.	PANDEY POONAM LAXMIKANT	Progressed	BA	Changu Kana Thakur Arts, Commerce and Science College	MA
72.	NAMBIAR DEEPTI NARAYANAN BHAVANI	Progressed	BA	Changu Kana Thakur Arts, Commerce and Science College	MA
73.	SHAIKH TANVEERSAFI NAEEMSAFI	Progressed	BMS	GNVS Institute of Management	MMS
74.	DHAMI GANESH TEJBAHADUR	Progressed	B.SC	K.J.Somaiya College of Science and Commerce	M.SC
75.	PILLAI ARUNA RAJESWARI KASIRAJ	Progressed	BMS	Gopaldas Jhamatmal Advani Law College	L.L.B
76.	CHOUDHARY ZIAN JAMIL	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
77.	SHAH ARJOO BANU HIMAYU	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
78.	MUDALIYAR SUMEET VENKATESHKUMAR	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
79.	NEGI TANVI CHANDER PRAKASH	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
80.	KHAN IRAM SHAHZAD ALI	Progressed	BA	Institute of Distance and Open Learning	MA
81.	SAPRE PRANAV BALAKRISHNA	Progressed	BA	Institute of Distance and Open Learning	MA

82.	DIVYA KULANTHAIVEL	Progressed	BA	Institute of Distance and Open Learning	MA
83.	GAVLI MALVIKA VISHWAS	Progressed	BA	Department of Applied Psychology, University of Mumbai	MA
84.	SHAIKH BUSHRA SHAUKAT ALI	Progressed	B.SC	Department of Physics, University of Mumbai	M.SC
85.	SHAIKH RAFAT BEGUM IFTIKHAR AHMED	Progressed	B.SC CS	Mumbai Institute of Management and Research	MMS
86.	CHAUDHARY TAYEBA ABDUL KAIYYUM	Progressed	B.COM	SIES College of Commerce and Economics	M.COM
87.	SHAIKH SAMEENA MD MEHMOOD	Progressed	B.SC	R.R.E.T. College of Education and Research (B.Ed. College)	B.ED
88.	ANSARI RAHEMEEN MOHAMMED HASAN	Progressed	B.SC	Late Khatija College of Education (B.Ed.)	B.ED
89.	MUDALIYAR DHANALAKSHMI SHANKAR	Progressed	B.SC	Guru Nanak Khalsa College of Arts, Science and Commerce	M.SC
90.	SINGH YACHANA MAHANAND	Progressed	BMS	Thakur Institute of Management Studies and Research	MMS
91.	GOTHOSKAR SHREYA DATTATRAYA	Progressed	BA	V.E.S. College of Arts, Science and Commerce	MA
92.	MARIN JENI THOMAS	Progressed	B.SC	Ramnarain Ruia Autonomous College	M.SC
93.	JELITA ANGELINE MANGALA KUMAR	Progressed	BA	ST. Teresa's Institute of Education	B.ED
94.	JEBA EVELIN J	Progressed	BA	ST. Teresa's Institute of Education	B.ED
95.	JESSIKAMALAM SAMUEL	Progressed	B.SC	Pillai College of Education and Research	B.ED

96.	MARIA GERALDINE ANTHONY AMIRTHA RAJAN	Progressed	B.SC	Pillai College of Education and Research	B.ED
97.	MHATRE NIKHIL NARHARI	Progressed	B.SC CS	V.E.S. Institute of Technology	M.SC CS
98.	BODA BAVITHA BABU	Progressed	B.SC IT	V.E.S. Institute of Technology	MCA
99.	SURYAKUMAR KANNAN	Progressed	BMS	Pillai Institute of Management Studies and Research	MMS
100.	ANSARI ATIQUE AHMAD JAMEEL AHMAD	Progressed	B.COM	Allana Institute of Management Studies	MMS
101.	GAURI DHARMARAJ	Progressed	BMS	Vidyalankar Institute of Technology	MMS
102.	ANCHITA VIJAYARAGHAVAN	Progressed	B.SC	Vinayak Ganesh Vaze College of Arts, Science and Commerce	M.SC
103.	VALMIKI PRASHANT MANOJ	Progressed	B.COM	GNVS Institute of Management	MMS
104.	M MARUSHA SELIN	Progressed	B.SC	Royal College of Education and Research for Women	B.ED
105.	KANDU SONAM GOVINDPRASAD	Progressed	B.COM	Vidyalankar School of Information Technology	M.COM
106.	NAIR SUJITH SAHADEVAN	Progressed	BA	Kishinchand Chellaram Law College	L.L.B
107.	SHARANYA SURESH	Progressed	BA	V.E.S. College of Arts, Science and Commerce	MA
108.	KHANOLKAR KIMAYA ATMARAM	Progressed	BA	V.E.S. College of Arts, Science and Commerce	MA
109.	BEKNALKAR SIMRAN SUDHIR	Progressed	BA	V.E.S. College of Arts, Science and Commerce	MA
110.	DSOUZA CHANTELE HYACINTH	Progressed	BA	St. Xaviers Institute of Education	B.ED
111.	HAWA BAZELA RASHIDAHMED	Progressed	BA	St. Xaviers Institute of Education	B.ED

112.	SHREEMAGHA YELUMALAI	Progressed	B.SC	Ramnarain Ruia Autonomous College	M.SC
113.	FLINTA ESTHER DEPHY ANTHONY WILSON	Progressed	B.SC	Ramnarain Ruia Autonomous College	M.SC
114.	GUPTA ABHISHEK VIRENDRA	Progressed	B.COM	Rizvi Law College	L.L.B
115.	SHAIKH TASSAWAR AZAD	Progressed	BA	Rizvi Law College	L.L.B
116.	KENNY CHRISTIN SUSAN	Progressed	BA	Pillai College of Education and Research	B.ED
117.	ANSARI SABREEN BANO NIYAZ AHMED	Progressed	BA	Pillai College of Education and Research	B.ED
118.	NAGPAL SUMANJIT KAUR	Progressed	BA	Pillai College of Education and Research	B.ED
119.	NADAR DARSHINI THAVASIMONY	Progressed	BA	Pillai College of Education and Research	B.ED
120.	MUDALIYAR TAMIZHARASI SENGUTTUVAN	Progressed	B.Sc	Guru Nanak Khalsa College of Arts, Science and Commerce	M.SC
121.	SAYYED ANUSHA ABUL EHSAN	Progressed	B.SC	Guru Nanak Khalsa College of Arts, Science and Commerce	M.SC
122.	SHAH HUSHNA MUBARAK NOORALAM	Progressed	B.SC	K.J.Somaiya College of science and Commerce	M.SC
123.	ANSARI VASEEM MUKEEM	Progressed	B.SC	K.J.Somaiya College of science and Commerce	M.SC
124.	PARMAR RAHIM MUKHTAR	Progressed	B.SC	K.J.Somaiya College of science and Commerce	M.SC
125.	RAJPUT DIVYA RAVI	Progressed	BMS	Institute of Distance and Open Learning	M.COM
126.	THOMAS FEBA MARIAM	Progressed	BA	Mumbai School of Economics and Public Policy	MA

127.	KATARIA MAITRI ASHOK	Progressed	BA	Mumbai School of Economics and Public Policy	MA
128.	PEREIRA FIONA HUBERT	Progressed	BA	Mumbai School of Economics and Public Policy	MA
129.	SHARMA KRITIKA HEMANT	Progressed	BA	Mumbai School of Economics and Public Policy	MA
130.	SINNAKAAR SHRIPAD THIMAYYA	Progressed	BA	Department of Philosophy, University of Mumbai	MA
131.	SWETHA SUNDERNATARAJ	Progressed	BA	Department of Philosophy, University of Mumbai	MA
132.	KHAN SHAMAPARVEEN MOHAMMEDSABIR	Progressed	BA	Institute of Distance and Open Learning	MA
133.	NADAR SHUBHALAXMI RAJGOPAL	Progressed	BA	Institute of Distance and Open Learning	MA
134.	MANDUMPALA PRIYA DAVID	Progressed	BA	Xavier Institute of Management and Research	MMS
135.	JAGTAP ANKITA PRAVIN	Progressed	B.COM	Institute of Distance and Open Learning	MA
136.	GUPTA VIVEK RAJKUMAR	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
137.	PANCHAL VENKATESH CHANDRAKANT	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
138.	NAHAK SUSHMITA	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
139.	VAIDYA AYUSHI MAHENDRA	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
140.	PARIKH DHAIRYA KAUSHIK	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
141.	KATKAR SOURABH KISHOR	Progressed	B.COM	Institute of Distance and Open Learning	M.COM

142.	DSOUZA ANTHONY CYRIL	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
143.	SHARMA SUMAN HARISHCHANDRA	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
144.	ATHIRA BABU	Progressed	B.SC BT	Smt. Chandibai Himathmal Mansukhani College	M.SC
145.	SUVARNA RITHVIK ROHAN	Progressed	BA	Department of Philosophy	MA
146.	VENKATESHWARI CHELLADURAI	Progressed	B.SC	Institute of Distance and Open Learning	M.SC
147.	ALAM AISHA FATIMA MASOOD	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
148.	SHAIKH MOHAMAD MOZAMMIL MASOOD ALAM	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
149.	SHIRKE MANASI DEEPAK	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
150.	ANSARI MOHD SHAHID USMANGANI	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
151.	JAIN ANCHAL RAMESH	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
152.	SHERE PRITESH PRAVIN	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
153.	CHAVAN DARPANA DATTATRAY	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
154.	PRASHANTH ADWAITH KP	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
155.	TILAK PRATHAMESH MILIND	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
156.	KULKARNI SAYLEE SANJAY	Progressed	B.COM	Institute of Distance and Open Learning	M.COM

157.	UGHADE SHUBHAM ARUN	Progressed	B.COM	Vidyalankar School of Information Technology	M.COM
158.	KHAN PARVEEN BANU ABRAR	Progressed	BA	Mumbai School of Economics and Public Policy	MA
159.	NADAR BALAGANESH THANUSHKODI	Progressed	B.SC	Institute of Distance and Open Learning	MA
160.	MANE KRISHNA VIJAY	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
161.	YADAV MAHESHWARI ESAKKI	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
162.	JAIWAL PRIYA DHARMRAJ	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
163.	KANDGAL GAURAV SUBHASH	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
164.	SEN YOGESH RAMVISHWAS	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
165.	MALGE ARUN NAGAPPA	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
166.	PANIGRAHI SAPANA SOMNATH	Progressed	M.SC	Saket College of Education – B.Ed.	B.ED
167.	DESAI HASINA RAFEEAHMED	Progressed	B.SC IT	DBJ College	M.SC IT
168.	IYER SHARDA BALAKRISHNA	Progressed	B.COM	Gurukrupa College of Education and Research	B.Ed
169.	SHYAMSUNDER SHREYA	Progressed	B.SC BT	St. Xavier's College – Autonomous	M.SC
170.	SHAIKH SHEHZAD ALI RAJJAB ALI	Progressed	B.SC	Garware Institute of Career Education and Development	Master in Paint Technology
171.	SARJINE PROMIT RAGHUNATH	Progressed	BA	Department of Civics and Politics, University of Mumbai	MA

172.	S SUVIDHA SATHIYA MOORTHYVELU	Progressed	BA	Department of Civics and Politics, University of Mumbai	MA
173.	MELANTA TANMAY JAYANAND	Progressed	B.SC	Department of Physics, University of Mumbai	M.SC
174.	PATEL BANSI NARENDRA	Progressed	BA	Department of Philosophy, University of Mumbai	MA
175.	RANE MANDAR SURESH	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
176.	SHINDE VAIBHAV RAVINDRA	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
177.	SALVIN THOMAS SAJAN	Progressed	BA	Fr.C.Rodrigues Institute of Management Studies	MMS
178.	SAVLA NEHAL BHUPESH	Progressed	B.COM	Hashu Advani College of Special Education	B. ED
179.	GUPTA SONAM RAM	Progressed	BMS	S.I.E.S. College of Management Studies	MCA
180.	CHANDAVARKAR NIKHILA	Progressed	BMM	Department of Communication and Journalism, University of Mumbai	MA
181.	PALLAN DELSI CHELLIAH	Progressed	BA	M.C.E.S. College of Education and Research	B.ED
182.	DASA VISHAL SURESH	Progressed	B.COM	SIES College of Commerce and Economics	M.COM
183.	DSOUZA NESSA NAZARETH	Progressed	BA	K J Somaiya Comprehensive College	B.Ed
184.	PANSARE SRUSHTI HRISHIKESH	Progressed	B.COM	Vikas Night College of Arts, Science and Commerce	M. COM
185.	BISHT POONAM UTTAM	Progressed	B.SC	Department of Statistics, University of Mumbai	M.SC

186.	KAMBLE AADITYA KESHAV	Progressed	B.SC	Department of Statistics, University of Mumbai	M.SC
187.	NADAR IMMANUVEL JOESH EDISON SIMON	Progressed	B.SC IT	Institute of Distance and Open Learning	MCA
188.	BANERJEE ABHINAV ASHISH	Progressed	BA	Institute of Distance and Open Learning	MA
189.	ADIGA SHRUTI SHASHIDHAR	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
190.	KHAN AAMNA MOHD SHAHID	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
191.	SINGH SHRADDHA RAJESH	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
192.	BARUA ARUNDHATI S	Progressed	BA	Department of Civics and Politics, University of Mumbai	MA
193.	VAITI JAY PRALHAD	Progressed	B.SC	N.G. Acharya & D.K. Marathe College	M.SC
194.	VISHWAKARMA AJIT RAJENDRA	Progressed	B.SC	V.E.S. Institute of Technology	M.SC
195.	NISHA GANESAN VALLIBAI	Progressed	M.SC	Pillai College of Education and Research	B.ED
196.	PATIL DARSHANA KENCHAPPA	Progressed	B.COM	SIES College of Commerce and Economics	M.COM
197.	BACHHAV RENUKA SUNIL	Progressed	B.SC	Nirmala Niketan College of Home Science	M.SC
198.	NAIR ANKITH	Progressed	B.COM	R.A.Podar College of Commerce and Economics	M.COM
199.	ANJALI KRISHNAKUMAR	Progressed	B.SC IT	V.E.S. Institute of Technology	M.SC Computer Applications
200.	SAMPAT RIDDHI KIRIT	Progressed	BA	Guru Nanak College of Elementary Teacher Education	D.ELED.

201.	SARAH STALIN	Progressed	B.SC CS	St. Xavier's College – Autonomous	M.SC BDA
202.	AMIN VISHAKHA KAMALAKSHA	Progressed	B.SC	Gopaldas Jhamatmal Advani Law College	L.L.B
203.	SIDDHARTH N R SESHADRI	Progressed	B.COM	Padmashree Dr. D.Y.Patil College of Law	L.L.B
204.	PUTHRAN RIA YOGESH	Progressed	B.COM	Vidyalankar School of Information Technology	M.COM
205.	NISSY ELIZABETH DANIEL	Progressed	B.SC	Karmaveer Bhaurao Patil College	M.SC
206.	KRISHNAN PREETHI GOPALA	Progressed	BA	Mithibai College of Arts, Chauhan Institute of Science	MA ENG.
207.	COUTINHO CAROL MAURICE	Progressed	BA	Mithibai College of Arts, Chauhan Institute of Science	MA ENG.
208.	ADITI KHANDELWAL	Progressed	BA	Mithibai College of Arts, Chauhan Institute of Science	MA ENG.
209.	PARAB HARSHALI LAVARAJ	Progressed	BA	Mithibai College of Arts, Chauhan Institute of Science	MA ENG.
210.	THAMARASSERY ANAGHA BABURAJ	Progressed	B.SC	K.J. Somaiya College of Science and Commerce	M.SC
211.	PADMAJA SURESH	Progressed	B.SC	K.J. Somaiya College of Science and Commerce	M.SC
212.	FERNANDES ROBERT ANTHONY MATHEW	Progressed	B.SC	K.J. Somaiya College of Science and Commerce	M.SC
213.	IYER DEEPA KRISHNAN	Progressed	BMS	SIES College of Management Studies	MMS
214.	ADVAITH SUBRAMANIAN	Progressed	BMS	SIES College of Management Studies	MMS

215.	NATASHA THOMAS	Progressed	B.COM	SIES (Nerul) College of Arts, Science and Commerce	M.COM
216.	PRABHU SHRADHA SADANANDA	Progressed	B.COM	SIES College of Commerce and Economics	M.COM
217.	BHENDARKAR PRACHI PRAKASH	Progressed	B.COM	SIES College of Commerce and Economics	M.COM
218.	RAVIRALA VIDHYA VEERESH	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
219.	PUJARI VIDYA MAHABAL	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
220.	AGRAHARI SHASHI GORELAL	Progressed	BMS	Institute of Distance and Open Learning	M.COM
221.	DABI SOURABH SUBHASHCHANDRA	Progressed	BA	Department of Civics and Politics, University of Mumbai	MA
222.	PAI SHREELAXMI BALKRISHNA	Progressed	B.SC	Department of Mathematics, University of Mumbai	M.SC
223.	PARKAR ALMAS NADIMULLA	Progressed	B.SC	Department of Mathematics, University of Mumbai	M.SC
224.	SAYED NAZNEEN BANO MUMTAZ ALI	Progressed	BSc	G.R. Patil College of Arts, Science and Commerce	M.Sc
225.	LELE TANISHA VIKRANT	Progressed	BA	Sophia Smt. Manorama Devi Somani College	MA
226.	SHAH PRIYANSH PARESH	Progressed	BMS	Garware Institute of Career Education and Development	PGDCC & FF
227.	GUPTA SIMRAN RAJKUMAR	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
228.	SHELAR RENUKA RAVINDRA	Progressed	B.SC	Garware Institute of Career Education and Development	PGD&T

229.	DHAMJEWAR HARSHINI MADHUKAR	Progressed	B.COM	Guru Nanak College of Arts, Science and Commerce	M.COM
230.	DUSSA NARMADA PENTAYYA	Progressed	B.SC	St. Francis Institute of Management and Research	MFM
231.	KONAR SIVARANJINI ARUMUGAM	Progressed	M.SC	Sarada Kurup College of Education and Research	B.ED
232.	SHARMA NIKETA SUDAM	Progressed	BA	Department of Civics and Politics, University of Mumbai	MA
233.	MOHAN KUMAR PILLE	Progressed	TY B.SC	L.N. Welingkar Inst. Of College	M.SC
234.	MACHIWALLA HEENA YUSUF	Progressed	B.SC	Habib Educational & Welfare Society's	M.SC
235.	SHAIKH RUBINA BEGUM MOHD USMAR	Progressed	B.SC IT	K.J. Somaiya College of Science and Commerce	B.ED.
236.	ACHREKAR VAISHNAVI VIJAY MEERA	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
237.	KHUSHBOO CHANDRADEV MALTIDEVI	Progressed	B.SC	K.J. somaiya Medical College & Research Centre	PG DMLT
238.	ABHISHEK RAMANIKLAL SHAH	Progressed	B.COM	Jitendra Chauhan College of Law	L.L.B
239.	ASHLSY JACOB	Progressed	BA	MCES College Of Education & Research	B.ED
240.	KURUP SNEHAL KHANADAS	Progressed	BMS	K.J. somaiya Medical College & Research Centre	MMM
241.	PATIL POOJA NARENDRA	Progressed	M.SC	Shri Bapusaheb DD Vispute College of Education	B.Ed
242.	DSOUZA VENISHA VINCENT JOSEPHINE	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC

243.	NADAR KISHOR KUMARESAN SUNDARAVALLI	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
244.	BARAI PRAVIN SHAMBHU NATH USHA DEVI	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
245.	MRIDUL SUDHARMAN JESSY	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
246.	A AFZAL KHAN SAFIYA BEE	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
247.	ADARSH UDAYAN ANITHA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
248.	AHMED TOUFIQ KHALID SANA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
249.	AUSTIN SHAJU JOJI	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
250.	DEVNATH RAHUL BIMAL AKASHI	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
251.	GOKHALE AMBARISH SARANG GAURI	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
252.	KHAN MOHAMMED KASHIF NAEEM WAHIDA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
253.	NADAR ASHWIN PRATAP MARIMUTHU LATHA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
254.	NADAR AZONI PRAWIN MARIMUTHU LATHA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
255.	RAVI BALASUNDARAM THANAVALLI	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC

256.	SAKARKAR NAUMAN ZUBAIR NOORJAHAN	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
257.	YADAV AVNISH TRIBHUVAN MEWATI DEVI	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
258.	DESHMUKH RUCHITA SUBHASH LALITA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
259.	NADAR PREETHI PERUMAL SELVAKUMARI	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
260.	LANKA ADITYA KUMAR RAJKUMAR KRISHNAVENI	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
261.	LAXMI MINICHAE BALASUBRAMANIAN	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
262.	NAYAK NIKHIL NITINKUMAR NEHA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
263.	POOJA SUNDARAM GANGARATHINAM	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
264.	QURESHI NABEELA MOHD FAROOQ ATIYA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
265.	SHETTY UJWAL VASU USHA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
266.	VALUPURAYIDATHIL ATHIRA UPENDRAN GEETHA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
267.	YADAV KRISHNAVENI RAMAN VALLI	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
268.	SHAIKH SAIMA ABDUL RAHIM FATIMA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC

269.	SHAIKH ARFAT ASGAR ALI SHAHIDA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
270.	JEBA SOLOMIE VEDHANAYAGAM ROBERT ANUSHA MARY	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
271.	KADU VAISHALI DINANATH DINANATH	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
272.	SHIVA VENKATESH SRINIVAS MANGAMMA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
273.	LYDIA RAJA PONNABARANAM	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
274.	USHA MUTHUMANICKAM PREMA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
275.	WORLIKAR SIDDHARTH BHUPENDRA PRIYA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
276.	SHARMA DEEPAK RAMESH SANDHYA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
277.	KOTTAKALI LOURDES SHEEJO SHEEBA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
278.	MENON PRIYA RAJIV GEETHA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
279.	VYSHNAVI P VINOD SASIKALA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
280.	JAIN DHRUVI VINOD KANCHAN	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
281.	SHENOY AKANKSHA YOGESH VRINDA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC

282.	PASODI CHITRALEKHA MUKKANNA RATNA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
283.	CHOUDHARY SANA MOHD SWALE FARIDA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
284.	AATHIRA HARIDAS SUMA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
285.	MADDUR MAMATHA RAMANJINEYULU GANGAMMA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
286.	VICHARE AJINKYA AMAR AKANKSHA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
287.	SHARMA SACHIN SURENDRA SHIVKUMARI	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
288.	AMBU AKSHAY AMBUJAKSHAN MINI	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
289.	CHILIVERI SAGAR VENUGOPAL JYOTI	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
290.	NISAR ANJALI JAYESH DEEPA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
291.	MADNALA KUMARIASHWINI PRABHAKAR AMBIKA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
292.	TIWARI SHIVANGI JITENDRA REENA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
293.	TIWARI SHIVANGI JITENDRA REENA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
294.	FATHIMATHUL SIDFA MOHD RAFI SAJITHA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC

295.	KAGALARAM YUGANDHARA SHANKAR APARNA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
296.	KHAN SAMINA AZHARALI SABRUNNISSA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
297.	SALDHANA BLESSY ANTHONY BASTIAN	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
298.	SHILPA LALAN USHA	Progressed	B.SC	SIES College of Arts, Science & Commerce (Autonomous)	M.SC
299.	SAYYEDA ANAM	Placement	M.Sc	Envirocare labs pvt ltd	120000
300.	RANJANI AYYAR	Placement	BMM	Brut India	540000
301.	BEAULA FURTAL	Placement	BA	Fettle counselling	350000
302.	JESICA OSCAR D'CRUZ	Placement	MSc CS	Amazeheads llp	180000
303.	NIGIL JOVITHA	Placement	BSc	City international school	300000
304.	RAMYA IYER	Placement	BA	Edwise international	190000
305.	VEENA MENON	Placement	BSc	Vidyalai	360000
306.	PREM KUMAR RAJU	Placement	BCom	J.P.Morgan and Chase	580000
307.	SUBHIKSHA RAMAN	Placement	BA	Clevertize Pvt Ltd	420000
308.	SHLOK BHATNAGAR	Placement	B. Com.	Godrej & Boyce Mfg. Co. Ltd.	600000



College of Arts,
Science &
Commerce (Autonomous)

SIES

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NAAC REACCREDITED - 'A' GRADE

SIES COLLEGE OF ARTS, SCIENCE AND COMMERCE, (AUTONOMOUS),

SION (W), MUMBAI -400 022

NAAC SSR – CYCLE 4 : 2018-2023

Metric No. 5: 5.2.1:

Percentage of placement of outgoing students and students progressing to higher education during the last five years

Transfer certificate samples for the year 2019-2020

This is to certify that the attached documents have been verified and found to be true.

Principal

SIES College of Arts, Science &
Commerce (Autonomous)
Sion (West), Mumbai - 400 022.



College Seal



S.I.E.S. College of Arts, Science and Commerce
Sion (W), Mumbai, Mumbai City, (Maharashtra), Mumbai - 400022
University of Mumbai
Transfer Certificate



URN :
2016016400441604

Transfer Certificate Code :
AFDKAGKBJAFKIJFIJGH

Transfer Certificate Number :
2016133210

HARSHINI

CERTIFIED that Shri/ Kumari/ Smt. **DHAMJEWAR HARSHINI MADHUKAR** has been a student of **S.I.E.S. College of Arts, Science and Commerce**.

• After Passing the **B.Com.** Examination in the year **2018-2019**, She has kept terms in the college as under;

June.....	to October	(.....days)
November.....	to March	(.....days)
June.....	to October	(.....days)
November.....	to March	(.....days)

• She would have been in the class if She had continued in this college.

• She Passed/ Failed/ ATKT at the **T.Y. B.Com. - Regular - Rev16** Examination held in (March/October) **2018-2019**.

• She has no books belonging to this college in Her possession.

• She owe nothing on account of college dues.

• Her conduct and character are good.

• Her Date of Birth in college register is **25 Sep 1998**

• She has attended courses of instruction at this college in Voluntary Subjects or Group of Subjects :-

• She has satisfactorily carried out the practical work in **Faculty of Commerce**

• She has satisfactorily gone through the course of Physical Training prescribed by the University. She was exempted from physical training on medical grounds/ on the ground of Her being a member of NCC.

• She belongs to **Category: Open** as per record.

Date:

Forward with compliments to the Principal/Registrar _____

[Signature]

Grm Nahale
of Arts Science and
Commerce



Principal
S.I.E.S. College of Arts, Science and Commerce

Sion (W), Mumbai - 400022.
Checked by :-

Entered By :-

Note: Transfer Certificate code given above will be required to admit the student in Digital College® software.



S.I.E.S. College of Arts, Science and Commerce
Sion (W), Mumbai, Mumbai City, (Maharashtra), Mumbai - 400022
University of Mumbai
Transfer Certificate



PRN :
2015016400526504

Transfer Certificate Code :
AFDKAGKBJAEKIIAFABJ

Transfer Certificate Number :
2015132314

CERTIFIED that Shri/ Kumari/ Smt. **SHARMA NIKETA SUDAM** has been a student of **S.I.E.S. College of Arts, Science and Commerce**.

• After Passing the **B.A.** Examination in the year **2017-2018** , She has kept terms in the college as under;

June.....	to October	(.....days)
November.....	to March	(.....days)
June.....	to October	(.....days)
November.....	to March	(.....days)

• She would have been in the class if She had continued in this college.

• She Passed/ Failed/ ~~ATKT~~ at the **T.Y.B.A. - Regular - C7525** Examination held in (March/October) **2017-2018** .

• She has no books belonging to this college in Her possession.

• She owe nothing on account of college dues.

• Her conduct and character are good.

• Her Date of Birth in college register is **05 Dec 1996**

• She has attended courses of instruction at this college in Voluntary Subjects or Group of Subjects :-

• She has satisfactorily carried out the practical work in **Faculty of Arts**

• She has satisfactorily gone through the course of Physical Training prescribed by the University. She was exempted from physical training on medical grounds/ on the ground of Her being a member of NCC.

• She belongs to **Category: Open** as per record.

Date:

Forward with compliments to the Principal/Registrar Head Dept. of civics and politics University of Mumbai



Principal
S.I.E.S. College of Arts, Science and Commerce

Sion (West), Mumbai - 400 022.
Checked by :-

Entered By :- dy

Note: Transfer Certificate code given above will be required to admit the student in Digital College® software.



S.I.E.S. College of Arts, Science and Commerce
Sion (W), Mumbai, Mumbai City, (Maharashtra), Mumbai - 400022

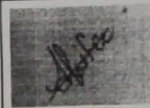
University of Mumbai
Transfer Certificate



Roll No :
16016400442333

Transfer Certificate Code :
AFDKAGKBJAFKIJGGFJC

Transfer Certificate Number :
2016161997



CERTIFIED that Shri/ Kumari/ Smt. **SHAIKH UMME AFIFA ASIF ALI** has been a student of **S.I.E.S. College of Arts, Science and Commerce**.

- After Passing the **B.Com.** Examination in the year **2018-2019** , She has kept terms in the college as under;

June.....	to October	(.....days)
November.....	to March	(.....days)
June.....	to October	(.....days)
November.....	to March	(.....days)

- She would have been in the class if She had continued in this college.
- She Passed/ ~~Failed~~ ATKT at the **T.Y. B.Com. - Regular - Rev16** Examination held in (March/October) **2018-2019** .
- She has no books belonging to this college in Her possession.
- She owe nothing on account of college dues.
- Her conduct and character are good.
- Her Date of Birth in college register is **19 Mar 1998**
- She has attended courses of instruction at this college in Voluntary Subjects or Group of Subjects :-
- She has satisfactorily carried out the practical work in **Faculty of Commerce**
- She has satisfactorily gone through the course of Physical Training prescribed by the University. She was exempted from physical training on medical grounds/ on the ground of Her being a member of NCC.
- She belongs to **Category: Open** as per record.

Date: 8/2/2020

Forward with compliments to the Principal/Registrar Head Dept of commerce university of Mum



Principal
S.I.E.S. College of Arts, Science and Commerce
Sion (West), Mumbai - 400 022.
Checked by :-

Entered By :-

Note: Transfer Certificate code given above will be required to admit the student in Digital College® software.



S.I.E.S. College of Arts, Science and Commerce
 Sion (W), Mumbai, Mumbai City, (Maharashtra), Mumbai - 400022
University of Mumbai
Transfer Certificate



N : 6016401867351	Transfer Certificate Code : AFDKAGKBJAFKIJJGFFHG	Transfer Certificate Number : 2016137689	
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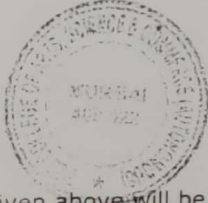
CERTIFIED that Shri/ Kumari/ Smt. **PAI SHREELAXMI BALKRISHNA** has been a student of **S.I.E.S. College of Arts, Science and Commerce**.

• After Passing the **B.Sc.** Examination in the year **2018-2019** , She has kept terms in the college as under;

June.....	to October	(.....days)
November.....	to March	(.....days)
June.....	to October	(.....days)
November.....	to March	(.....days)

- She would have been in the class if She had continued in this college.
- She Passed/ ~~Failed~~ ATKT at the **T.Y.B.Sc - Regular - Rev16** Examination held in (March/October) **2018-2019** .
- She has no books belonging to this college in Her possession.
- She owe nothing on account of college dues.
- Her conduct and character are good.
- Her Date of Birth in college register is **09 May 1998**
- She has attended courses of instruction at this college in Voluntary Subjects or Group of Subjects :-
- She has satisfactorily carried out the practical work in **Faculty of Science**
- She has satisfactorily gone through the course of Physical Training prescribed by the University. She was exempted from physical training on medical grounds/ on the ground of Her being a member of NCC.
- She belongs to **Category: Open** as per record.

Date: _____
 Forward with compliments to the ^{Head}Principal/Registrar Dept. of Mathematics, University of Mumbai



Principal
S.I.E.S. College of Arts, Science and Commerce
 Sion (W), Mumbai - 400022

Checked by :-

Entered By :-

Note: Transfer Certificate code given above will be required to admit the student in Digital College® software.



S.I.E.S. College of Arts, Science and Commerce
 Sion (W), Mumbai, Mumbai City, (Maharashtra), Mumbai - 400022
University of Mumbai
Transfer Certificate



N :
16016401861176

Transfer Certificate Code :
AFDKAGKBJAFKIJGFDDH

Transfer Certificate Number :
2016137690

Parkar

CERTIFIED that Shri/ Kumari/ Smt. **PARKAR ALMAS NADIMULLA** has been a student of **S.I.E.S. College of Arts, Science and Commerce**.

- After Passing the **B.Sc.** Examination in the year **2018-2019** , She has kept terms in the college as under;

June.....	to October	(.....days)
November.....	to March	(.....days)
June.....	to October	(.....days)
November.....	to March	(.....days)

- She would have been in the class if She had continued in this college.
- She Passed/ ~~Failed~~ ~~ATKT~~ at the **T.Y.B.Sc - Regular - Rev16** Examination held in (March/October) **2018-2019** .
- She has no books belonging to this college in Her possession.
- She owe nothing on account of college dues.
- Her conduct and character are good.
- Her Date of Birth in college register is **23 Oct 1998**
- She has attended courses of instruction at this college in Voluntary Subjects or Group of Subjects :-
- She has satisfactorily carried out the practical work in **Faculty of Science**
- She has satisfactorily gone through the course of Physical Training prescribed by the University. She was exempted from physical training on medical grounds/ on the ground of Her being a member of NCC.
- She belongs to **Category: Open** as per record.

Date:

Forward with compliments to the Principal/Registrar

Head

Department of Mathematics,
University of Mumbai

Principal

Principal,
S.I.E.S. College of Arts, Science and Commerce

S.I.E.S. College of Arts, Science and Commerce
Sion (West), Mumbai - 400 022.

Checked by :-

Entered By :- *[Signature]*



Note: Transfer Certificate code given above will be required to admit the student in Digital College® software.



SIES

College of Arts,
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SIES COLLEGE OF ARTS, SCIENCE AND COMMERCE, (AUTONOMOUS),

SION (W), MUMBAI -400 022

NAAC SSR – CYCLE 4 : 2018-2023

Metric No. 5: 5.2.1:

Percentage of placement of outgoing students and students progressing to higher education during the last five years

Appointment letters of the students placed in the year 2019-2020

This is to certify that the attached documents have been verified and found to be true.

Principal

SIES College of Arts, Science &
Commerce (Autonomous)
Sion (West), Mumbai - 400 022.



College Seal



Ref: LOA\507\21-22

July 01st, 2021

To

Ms. Sayyeda Anam,
Room No 09, 4th floor, Leo Apartment,
Rabodi, Thane (W)-400601
Cell No: 9045374630
E-mail :- sayyedaanam16@gmail.com

Dear Ms. Sayyeda ,

Subject: **Letter of Appointment**

As a follow up to your application and subsequent profile assessments you had with us, we are happy to welcome you at Envirocare Labs Private Limited (the "Company") and glad to offer you full time employment.

Date of Appointment : Your appointment, as per this letter will be with retrospective effect from 01.07.2021

Designation : Junior Molecular Biologist

Department & Reporting:-

As a member of our Laboratory, you will report to the **Designated Senior/s or Manager Labs**, who will be assigning to you various tasks, based on the needs of the business. Your main responsibilities will include but not limited to the following:-

- To perform the analysis as per allotted job and as per prescribed method, within stipulated TAT.
- To check and maintain sufficient resources eg, availability of media, chemicals, glass wares etc. and maintain its records
- To maintain raw data and all other relevant records, documents and undertake its timely updates.
- Follow the 5S principals to keep the laboratory in an orderly manner and to maintain appropriate environmental conditions eg hygiene and sanitization, through out the lab so as to avoid contaminations.
- To undertake the in house calibration checks, performance checks , intermediate checks and maintain the relevant records.
- To undertake appropriate sample storage, retention & proper discard of samples, chemicals & other wastes etc



Date : 28.12.2020

To

Ms. Sayyeda Anam

Leo Apartment,

4th floor, near Panchgana

Thane (W) 400601.

Cell No - 9045374630

Email ID – sayyedaanam16@gmail.com

Dear Ms. Sayyeda Anam ,

Sub.: Letter of Contract

As a follow up to your application and subsequent profile assessment you had with us, we are happy to welcome you at Envirocare Labs Pvt. Ltd. (the 'Company') and glad to appoint you as a Trainee as per terms below:

1. **Designation** Trainee - Molecular Biologist
2. **Reporting to** Designated Senior/s or Head of the Department
3. **Period** 22.12.2020 – 21.12.2021
4. **Payment** Rs. 10,000/-per month. This will be subject to deductions as per statutory rules & regulations as applicable from time to time
5. **General Terms & Conditions**
 - a. It is important to note that, you have been taken as a Trainee with specific purpose of imparting to you on the job training for which you shall be paid Rs. 10000/- per month.
 - b. Upon completion of your Training the Company may at its sole discretion offer to you regular employment subject to availability of vacancy. In such an eventuality, you will be retained as a probationer for a period of twelve months, for which a separate letter to that effect may be issued to you.
 - c. You shall be required to adhere to the timings at work as in force from time to time and obey the instructions of the Senior/s under whom you shall be placed as a Trainee. You shall also perform the work as per their specific instructions.
 - d. In case you are found guilty of misbehavior, insult or disobedience to any of your Seniors, gross neglect of work, non-performance, carelessness, damage of equipment, interfering with the records of the Company and such other act/s of misconduct, the Company shall without prejudice to any of its rights herein contained, be entitled to take any disciplinary action including termination of your training period without prior notice and in such an event, the Company shall not be liable to pay to you any payment whatsoever.

Recommendation Letter

Ranjani Ayyar
Content Strategist
Brut For Creators - India

Samuel Morin
Head of Brut. for Creators
Paris - France

To whom it may concern,

It is my distinct pleasure to recommend Ranjani for the position she is applying for within your reputable and distinguished company. As the head of the business unit she is currently working for at Brut, I have been able to observe her exceptional sense of ownership, her work ethic, and her adaptability first hand. I could not be more confident in my prediction that she would be a valuable asset to any company who has the privilege of hiring her. Allow me to explain.

Ranjani is currently employed as a content strategist and producer at Brut. for Creators, a business unit dedicated to helping creators grow their presence on underserved social media platforms by adapting their content to the formats suitable to those platforms. Typically, Brut for Creators will offer Youtubers to adapt their content library to Snapchat, Facebook, Instagram, distribute that content and monetize it on their behalf. Ranjani is at the forefront of that effort, as her role is to adapt the videos mentioned following a data-driven, adaptable and personalized content strategy.

Brut. for Creators offers a new type of service, therefore Ranjani's role is, by default, in constant definition. Since she started in this position, I was incredibly impressed by the speed at which she grew in this changing role, embracing every new challenge she faced to improve her performance and help her team. Her charisma and compassion stretched beyond the realm of content strategy, making her a valuable team member and a pleasure to work with. The hundreds of videos Ranjani produced during her time at Brut speak volumes about her expertise on social media content. On top of that, her sense of storytelling, editing and esthetic will equip her for any type of position in a production role, from social media to cinema. I'm sure her sense of ownership will allow her to adapt rapidly to any role, making her an invaluable member of your team in a matter of weeks.

In conclusion, I would like to express that I am certain Ranjani would make an invaluable addition to your staff. Her ability to adjust to new circumstances, quietly lead by example, and improve upon any work environment she enters makes her an ideal candidate for any company of the fast-changing Indian media industry. Although we are disappointed to see her leave our company, we trust that our loss is truly your gain. Thank you very much for your time. Feel free to call the below number during normal business hours, or email me at the posted email address if you have any questions at all.

Sincerely,

--



Samuel Morin
Head of Brut. for Creators
51 rue Vivienne, 75002 Paris
+33 6 25 71 06 39



<https://www.brut.media>





Fettle Psychological Services

Email: fettle.counseling@gmail.com

Instagram: [instagram.com/fettle.counseling](https://www.instagram.com/fettle.counseling)

Contact: +919969033028

7th April, 2022

To,

Ms. Beaula Furtal

St Xavier's College (Autonomous) - Mumbai

Subject: Offer Letter for Fettle Psychological Services

Dear Beaula,

We take great pleasure in informing you that you have been selected for the position of Counselling Psychologist at Fettle Counselling.

This letter is bearing to your role as mentioned for a tenure of 6 months where you will be expected to deliver your services for minimum 10 hours a week (Monday- Friday) as decided between you and our team at Fettle Counselling.

Please be informed that this is a full time position offered on a freelance basis. A minimum amount of INR 1000 per month has to be provided by you for the purpose of advertising and other expenses. Your role will entail 1:1 video-based psychotherapy sessions on an online platform where you will provide your therapeutic skill set. You will also be required to play an active role in other activities such as social media, conducting workshops, running support groups and/or research. This will all be included as a part of clinic work. Clinical supervision and peer support groups will be a free provision for you.

Please note that your working tenure will begin on Monday, 16th May, 2022. More details will be provided to you closer to the beginning date. We are thrilled to have you part of our team.

Regards,

The Fettle Psychological services team



3/13/15, Navjeevan Society, Dr. Dadasaheb BhadKamKar Marg, Mumbai - 400008
Contact: +91 8169718292 email: amazeheads@gmail.com

Date:08/06/21

Place:Mumbai
To,
Miss Jesica Dcruz

On behalf of Amazeheads LLP, I am pleased to offer you the position of **Coding Trainer** and **Curriculum Development Team** with the Content Execution and Delivery Team, Bangalore or in any such other capacity management shall from time to time determine. Please note that the employee terms contained in this letter are subject to the company policy.

1. Appointment

- a. Your date of appointment is effective from the date of joining which shall not be later than 1st June,2021.
- b. You will be on probation for a period of Three Months from the date of your appointment. If in the opinion of the firm you are found suitable in the appointed post, you will be confirmed.
- c. You will be liable to be transferred in such capacity as the firm may from time to time determine to any other location, department, function, establishment, or branch of the firm or subsidiary, associate or affiliate firm. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment.
- d. You will be on a sufficient training period or a training period communicated by us before the joining date, remuneration for which will be based on the deliverables.
- e. You will complete a minimum bond period of 1 academic year from the period of joining.

2. Compensation

- a. Your CTC(Cost to Company) will be INR 10,000/- Per month (. Increments will be at the sole discretion of the management and purely performance related.
- b. You will be entitled to other compensation and benefits in accordance with the firm policy as modified and intimated to you from time to time.
- c. Changes to your compensation are discretionary and will be subject to and on the basis of effective performance and results during the period and other relevant criteria.

3. Responsibilities



3/13/15, Navjeevan Society, Dr. Dadasaheb BhadKamKar Marg, Mumbai - 400008
Contact: +91 8169718292 email: amazeheads@gmail.com

- a. In view of your position and office, you must effectively, diligently and to the best of your ability to perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of our firm, whether directly or indirectly
- b. You are expected to comply with the policies of the firm including information security policy and other policies as they form an integral part of the terms of employment with us. Consequently, you are required to understand and comply with the same.
- d. In connection with your employment and during the term of your employment you shall disclose and assign to Amazeheads LLP as its exclusive property, all developments developed or conceived by you solely or jointly with others and shall comply with the policies of the firm in relation to Intellectual property.
- e. It is mandatory to submit following forms without fail,
 - i. Daily status update
 - i, End of Day work status forms
 - ii. Plan for the upcoming week by Friday
 - iv. any other applicable form specific to the team
- f. Attendance register.

4. Conflict of interest

- a. You are required to engage yourself exclusively in the work assigned by Amazeheads or the school Principal and shall not take up any independent or individual assignments(whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the written consent of your project manager
- b. You should not solicit, induce or encourage:
 - 1. Any employee of Amazeheads LLP to terminate their employment with Amazeheads LLP or to accept employment with any competitor, Supplier or any customer with whom you have a connection.
 - 2. Any customer or vendor of Amazeheads LLP to terminate his business with Amazeheads LLP.
 - 3. Any existing employee to become associated with, or perform the services of



3/13/15, Navjeevan Society, Dr. Dadasaheb BhadKamKar Marg, Mumbai - 400008
Contact: +91 8169718292 email: amazeheads@gmail.com

any type for the third party.

6. Confidentiality

a. In your work for Amazeheads LLP, you will be expected not to use or disclose any confidential information, including trade secrets, of any employer or another person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations that would prevent you from working without limitations for Amazeheads LLP.

7. Copyright

a. All R&D work or software developed during the tenure of your employment with the firm shall be the exclusive property of the firm and it is agreed that all copyrights arising out of the design and developments shall accrue to the firm.

b. The firm shall have exclusive property rights of all designs and development done by you.

8. General

a. We trust that you have not provided us with any false declaration or wilfully suppressed any material information. If you have you will be liable for removal from your service without notice.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between Amazeheads LLP and you relating to the same subject matter.

c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement.

d. It is a condition of your employment with the firm that you sign the company's "Non-Disclosure Agreement and "Employee Commitment Agreement" at the time of joining the firm and that you comply with the undertaking thereafter.

9. Notice period

a. This contract of employment is terminable, without reason, by Amazeheads LLP giving one month notice during the probationary period and Three months(90 Days) notice on the confirmation. Amazeheads LLP reserves the right to pay or recover salary in lieu of notice period.

b. Further, the firm may at it's discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the management desires the employee to continue employment during the notice period, the employee shall do so.

c. You shall be bound to return to the firm any of the property of the firm in your possession,

including correspondence which you may have conducted, in connection with the business of the firm or on its behalf.

10. Non Compete

a. By joining this firm in the designated position you hereby agree to not engage in any competing activity or business during the course of your employment and thereafter for a period of 1 year after the termination of your employment with the firm.

11. Termination

a. On termination of your employment with the firm irrespective of the circumstances, you are bound to return to the firm:

1. any material items belonging to the Firm per inventory, and all non-material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information).
2. any physical firm documents that you may have in your possession
3. any other firm assets within your control like apartments, leases etc
4. You are also bound to repay any and all outstanding debts or loans due to the firm and the firm is hereby authorized to deduct from any payments due to the employee the amount due to the firm.
5. You will also be bound by any previous confidentiality, non-disclosure or non-compete agreements that you had signed as part of your employment until the individual termination of such contracts.

14. Breaches and violations

a. Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspension, demotion, denial of promotion or increments for violations of codes of conduct and firm policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The firm reserves the right to modify/amend terms and conditions and will notify employees of the same. The firm may also decide to terminate employment subsequent to disciplinary action and proper investigation.

By accepting this offer you are also confirming that: (Applicable only for Laterals)

1. You have terminated your 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 firm or taking up this position with this firm

2. Amazeheads LLP is not liable for any past dues owed by you as part of the termination of any previous employment.

3. You are not bringing in any Intellectual Property that you do not have sole ownership of.

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

Please confirm that all the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment

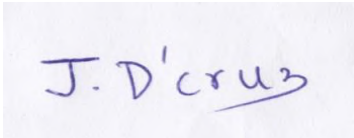
For and on behalf of
Amazeheads LLP

Yours faithfully,

Rishabh Mehta (Partner)
for Amazeheads LLP

I accept this offer of employment with Amazeheads LLP and agree to the terms and conditions outlined in this letter.

Signature

A photograph of a handwritten signature in blue ink on a white background. The signature reads "J. D'cruz" with a horizontal line under the "z".

Name: Jesica Dcruz

Date: 01/06/2021



25
YEARS OF
EDUCATION
EXCELLENCE

City International School

Oshiwara, Mumbai - 400102

Offer Letter

Date: 01.06.2022

To NIGIL JOVITHA

Dear Mr / Mrs / Miss NIGIL JOVITHA

Congratulations!!! We are pleased to inform you that you have been selected as per your application & interview conducted for the position of ASSISTANT TEACHER and you will be reporting to PRINCIPAL SECONDARY TEACHER

Your appointment will be on temporary basis for one year and further two years you will be on probation.

We are delighted to make you the job offer as "ASSISTANT TEACHER" with an annual Cost to Company (CTC) of Rs. 264000/- SECONDARY TEACHER
Rs. (in words) TWO LAKH SIXTY FOUR THOUSAND ONLY

We would like you to report to duty & start work on date 03.06.22 at 7:15 am.
Kindly report to the Principal 7 days in advance for submitting various documents, signing the Welcome Kit & orientation.

We wish that you will be able to make a significant contribution to the success of CIS.

Regards,

Maulik N Dixit
Chairman
City International Group of Schools



I NIGIL JOVITHA the undersigned have read, understood & accepted the above offer and the terms and conditions of service given with this offer letter and assure the Management of City International School that I will adhere & follow all the instructions & future Policies, Procedures set from time to time and the same will be binding on me.

Name : NIGIL JOVITHA Signature: Jovitha

Email ID: nigiljovii@gmail.com Pan No.



EDWISE INTERNATIONAL LLP.

LEADING OVERSEAS EDUCATION CONSULTANTS

HEAD OFFICE METRO - MUMBAI : Jer Mahal, Ground Floor, Dhobi Talao Junction, Opp. Metro Cinema, Mumbai - 400 002. INDIA
Tel.: 40813316 / 40813333 • E-mail: ho@edwiseinternational.com • www.edwiseinternational.com • LLPIN : AAB-4888

EMPLOYMENT UNDERTAKING

THIS EMPLOYMENT UNDERTAKING (the contract) executed at **Mumbai, India** on **26th Day of June, 2023** (the Effective Date)

BY

M/s.EDWISE INTERNATIONAL LLP, a Limited Liability Partnership firm having its registered office at Jer Mahal, Ground Floor, Opp. Metro Cinema, Dhobi Talao, Mumbai – 400002 (hereinafter referred to as the “**Employer**” which expression shall unless repugnant to the context or meaning thereof be deemed to mean and include its affiliates, assigns and successors) of the **ONE PART**;

AND

Ramya Iyer residing at **201, Sabari Shobha, 5th road, near diamond garden, Chembur(E), Mumbai- 400071** (hereinafter referred to as the “**Employee**” which expression shall unless repugnant to the context or meaning thereof be deemed to mean and include his / her successors, legal representatives, heirs and permitted assigns) of the **OTHER PART**;

The Employer and Employee may hereinafter individually referred to as “Party” and collectively as “Parties”

WHEREAS,

The Employer is engaged in the business of Overseas Education Consultant and is providing consultancy services to students for UK, Australia, New Zealand, USA, Canada, Ireland, France, Switzerland, Dubai, Germany, etc. The Employee has requisite qualification, experience, know-how for performing the duties sought to be assigned to him/her by the Employer from time to time. The Employer has agreed to appoint the Employee for providing services and performing duties as may be required by the Employer from time to time, and the Employee has accepted such appointment, on such terms and conditions contained herein.

NOW THIS CONTRACT WITNESSETH AND IT IS HEREBY AGREED BY AND BETWEEN THE PARTIES HERETO AS UNDER:-

THEREFORE based upon the foregoing and in consideration of the mutual covenants, conditions and promises contained herein and with the intention of being legally bound the parties hereto agreed to as follows :

D.M.M.

MUMBAI : MARINE LINES - 40813456 SANTACRUZ - 42764444 MALAD - 42176441 THANE - 43115535 VASHI - 2087 0711
BANGALORE CHANDIGAH CHENNAI COCHIN COIMBATORE DELHI HYDERABAD JAIPUR KOLKATA PUNE (STN) PUNE FC SURAT TIRUVANANTHAPURAM VADODARA VIZAG

1. APPOINTMENT :

The Employer hereby appoints the Employee as Content Writer at Jer Mahal Office with effect from 26th June 2023 for the purpose of providing counselling services to the students. The employee shall perform all such duties and confirm to such instructions and directions as may be assigned to the employee by the employer or by higher authorities/superiors from time to time. The management is entitled to assign the employee with additional jobs within the department or in any other department from time to time.

The employer also reserves the right to transfer the employee to any other branch/location/to any associate company/sister concern/associate or to any existing establishment/department/section, which may come into existence to any time in future anywhere in India or abroad.

2. PROBATION PERIOD :

This Contract will commence on the effective date and shall continue unless terminated by any party in accordance with the terms and conditions contained hereunder.

The Employee shall be on probation for a period of Three months from the effective date. If the performance of the employee has been found satisfactory, the employee shall be automatically confirmed, subject to successful completion of on-job training.

The Employee shall be required to undergo 3 to 6 months on-job training. The Employer undertakes to incur the cost of your on-job training and in consideration thereof you do hereby agree that you shall serve the Employer for a minimum period of 2 (two) years, including the training period which the Employee has agreed to at the time of Interview and reconfirmed at the time of joining. During the probation period, if the Employee wants to leave Employer he/she is required to give 15 days notice or payment in lieu of notice period. No leave can be availed during the notice period. Leaves will be accounted as shortfall of notice.

3. WORKING HOURS :

The Employee's working hours will be 8 1/2 hours with lunch break of 30 minutes. The Employee may be required to work on Sunday's or holiday's if any interviews or fairs are there. The Employee may be requested by the Management to work beyond these hours depending upon the work pressure during exhibitions, seminars, student interviews by visiting faculties of the universities and extra work pressure during intakes. The Employee is requested to be flexible with the work hours as there may be requirement to work after normal working hours.

MUMBAI : MARINE LINES - 40813456 SANTACRUZ - 42764444 MALAD - 42176444 THANE - 43455555 VASHI - 2087 0711

BANGALORE CHANDIGARH CHENNAI COCHIN COIMBATORE DELHI HYDERABAD JAIPUR KOLKATA PUNE (STN.) PUNE (FC) SURAT TRIVANDRUM VADODARA VIZAG
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INDORE : 4068446



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Tel.: 40813316 / 40813333 • E-mail: ho@edwiseinternational.com • www.edwiseinternational.com • LLPIN : AAB-4888

4. DUTIES & RESPONSIBILITIES :

The Employee shall always be alive to the responsibilities and duties attached to the office and conduct accordingly. The Employee must effectively perform to ensure results and will be expected to work as much as may be needed from time to time. The work shall be highly target oriented and the Employee must strive to complete daily, weekly and monthly targets.

The Employee shall perform all such duties and confirm to such instructions and directions as may be assigned to the Employee by the Employer or by higher authorities/superiors from time to time. The Management is entitled to assign the Employee and additional jobs within department or in any other department from time to time.

(a) The Management expects the Employee to work with a high standard of initiative, efficiency and economy.

(b) During the term of the Contract with the Employer, the Employee will not engage directly or indirectly in any other undertaking, business, employment or activities prejudicial/detrimental to the interest of the Employer.

(c) The Employee will be responsible for the safe keeping and return in good condition all the properties of the Employer which may be in the Employee's use, custody, care or charge. For the loss of any property of the Employer in the Employee's possession, the Management will have right to independently assess and recover the amount of all such material from the Employee and to take such other action as it deems fit and proper in the event of the Employee's failure to account for such material or property to its satisfaction.

(d) The Employee may be required to travel to branches for fairs / exhibitions / interviews / trainings / seminars and other office related assignments as discussed during interview. The Marketing and outdoor staff will be required to travel regularly as per job requirements for which actual travel expenses will be reimbursed. No extra leave will be granted in lieu of outstation travel or outreach visits.

(e) The Employee will not accept any kind of fees in cash without issuing proper receipts. All amounts received by the Employee from students or any other persons have to be issued the Edwise receipts and full amount has to be deposited with the Accounts department. No temporary receipts should be issued. Also no amount should be kept provisionally by the Employee. Under no circumstances, the Employees are allowed to take or keep amount with him/her even for short time. All amounts must be deposited with the Bank/Accounts Department/Manager.

(f) The Employee will inform in writing to the Management any change of his/her personal information including residential address, marital status and educational qualification should be notified to the Employer within a week failing which any communication sent to the Employee's last known residential address shall be deemed to have been served on the Employee.

MUMBAI : MARINE LINES - 40813456 SANTACRUZ - 42764444 MALAD - 42176444 THANE - 43455555 VASHI - 2087 0711
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INDORE : 4066446



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5. REPORTING :

The Employee will be asked to report to the Head of Department / Branch manager or as instructed by the Management who in turn reports to the Management.

6. REMUNERATION :

The monthly Gross Salary of the Employee at the time of joining will be **Rs. 16,121 /- per month (Sixteen Thousand One Hundred And Twenty One Only)**. The Employer is entitled to deduct from your salary Professional Tax (PT), Provident Fund (PF), ESIC (Employment State Insurance Company), Income Tax and any other taxes as and when applicable.

The Employer takes no responsibility of your personal taxation and your tax liability with regards to your remuneration. All amounts payable to the Employee shall be subject to deduction of Income Tax or any other statutory deduction in accordance with the provisions of the Income Tax Act, 1961 or any other applicable law and any amendments thereof.

The monthly remuneration shall be directly credited to your Bank Account. The Employee is expected not to disclose, any terms of employment including remuneration with other staff members. All such issues must be addressed only to Human Resources Department at the Head Office, Mumbai.

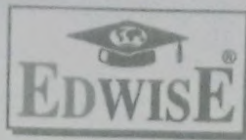
7. TARGETS :

At the time of Appointment the Employer has informed Employee that work is highly target oriented and he/she shall be given Targets by Management / Employer to enrol number of students in foreign universities represented by the Employee. The Employee shall be required to meet the targets. The Employee would be given annual performance based incentive if the Employee achieves the targets given by the Employee which will be paid at the Company's discretion and as per existing Company Policy.

8. ANNUAL REVIEW & PERFORMANCE :

The salary will be reviewed every 12 months of working or later after appropriating any long leaves taken by the Employee. In addition to the salary, selected employee's are eligible for annual performance based incentive which will be paid at the Company's discretion as per the existing Company Policy. This may be applicable only to select Counsellors, Marketing employees and Managers.

MUMBAI : MARINE LINES - 40813456 SANTACRUZ - 42764444 MALAD - 42176444 THANE - 43455555 VASHI - 2087 0711
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INDORE : 4066446



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9. NOTICE PERIOD FOR SEPERATION :

(a) Termination :

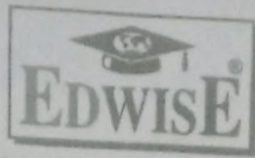
The Employer shall terminate your services by giving you 1 months notice. However the Employer also reserves the right to terminate the services of an Employee without any notice if he/she is found guilty of gross misconduct, fraud, perjury, embezzlement, misappropriation or suspected or found acting against the interests / policies of the Company which will include such acts as communicating to any outside person or business entity including competitors, any unauthorized disclosures of matters, leakage of any classified information related to the policies, operations, marketing and financial strategies of the company, its allied businesses, clients, future expansions, or that of any client, institution or student, information related to other staff members, removing any office items, information, equipment from the company, stealing or transferring of any data, records, details, documents, etc., its unauthorized circulation or misuse of any business or operations related strategies, know-how, software, hardware, etc. In a type of devices i.e. compact discs, personalized email of the Management of the company/any other employees, staff members of the company. Hacking / unauthorized download of data from company's website or services and its unauthorized disclosure / transfer / transmission to any other person, business entity or website. Also stealing of information, data, coded program from integrated software of the company or through internet / intranet that includes any information existing / subsisting on its servers, hard disk of the company including transmitting / transferring of any data / information to his / her personal email or residence, discreetly and or without the knowledge or written permission of the employer or management including gossip, rumour mongering, inciting unlawful gathering misrepresentation, etc. and acting contrary to the code of ethics, any infringement of any of the rules and regulations, terms and conditions, governing the employee prevalent at the time. Apart from termination of services, the Employer has right to initiate civil/criminal proceedings against the employee.

(b) Abandonment of Services :

In case the Employee is absent from duty for 8 days or more, the Employee shall be deemed to have abandoned the service of the Employee on their own and such relinquishment of service shall be deemed as a repudiation of the contract of employment by the employee and not termination of service by the Employer.

MUMBAI : MARINE LINES - 40813456 SANTACRUZ - 42764444 MALAD - 42176444 THANE - 43455555 VASHI - 2087 0711
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INDORE : 4066446



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The employee who has completed the exit formalities only will be entitled for full and final settlement of dues. On the employee resigns from the organisation, it will take 60 days, from the date of last working day to clear the full and final settlement dues. The employee who has absconded is expected to at least handover charge and return official belongings/documents without any delays. Strict legal actions may be taken against defaulters who leave without proper handover or serving proper notice period.

(c) Effect of Termination :

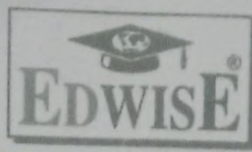
Upon termination of its services for any reason, the Employee shall handover to the Employer all records, manuals, data, tables, reports, documents, books, blank forms, letter heads, manuscripts, business cards, notes, calculations, computers, ID Cards, keys, files, cell phones, financial statements or records, business plans or copies thereof, that are the property of the Employer or any of its affiliates and all other property, trade secrets and confidential information of the Employer or any of its affiliates, including but not limited to, all documents which in whole or part contain any trade secrets or confidential information of the Employer or its affiliates, which in any of these cases are in possession or under the control of the Employee. The Employee undertakes to observe all post-termination covenants set forth in this contract or otherwise and confirm the same in writing to the Employer.

(d) Resignation :

In the event an employee desires to end his / her association with the Organisation having satisfied condition 1 of para 1 of non disclosure and employee agreement of appointment letter, the employee will be required to tender to the Head Office of the Organisation at Mumbai a notice of resignation in writing, at least one month in advance. The notice period will be considered as one full working month with regular duties and working hours. It is further clarified that if the employee avails any leave during the notice period, or doesn't attend full day work, then notice period will be extended by equivalent number of days. Should the employee choose not to serve that exact period then the same will be treated as insufficient notice and the same will be deducted from the full and final salary settlement. The employee will not be relieved until the resignation has been formally accepted by the Head Office, Mumbai / Management. The employee will be accountable and answerable for handing over proper charge, all pending papers works and property of the Company in a systematic manner. Failure on employee's part to comply with the handover of proper charge, will result in employee's not being entitled to receive any dues, arrears or termination benefits from the Company until and unless the employees get no due form from accounts department and exit interview with HR Department.

An employee can be relieved earlier than the expiry of notice of resignation at the sole discretion of the Management.

MUMBAI : MARINE LINES - 40813456 SANTACRUZ - 42764444 MALAD - 42176444 THANE - 43455555 VASHI - 2087 0711
BANGALORE 43903333 CHANDIGARH 5082722 CHENNAI 42928200 COCHIN 2373347 COIMBATORE 4500474 DELHI 47005333 HYDERABAD 44663333 JAIPUR 2741279 KOLKATA 86122333 PUNE (STN) 41045333 PUNE (FC) 49022222 SURAT 4113333 TRIVANDRUM 4061801 VADODARA 6161111 VIZAG 2730801
BANGALORE 43903333 CHANDIGARH 5082722 CHENNAI 42928200 COCHIN 2373347 COIMBATORE 4500474 DELHI 47005333 HYDERABAD 44663333 JAIPUR 2741279 KOLKATA 86122333 PUNE (STN) 41045333 PUNE (FC) 49022222 SURAT 4113333 TRIVANDRUM 4061801 VADODARA 6161111 VIZAG 2730801



EDWISE INTERNATIONAL LLP.

LEADING OVERSEAS EDUCATION CONSULTANTS

HEAD OFFICE METRO - MUMBAI : Jer Mahal, Ground Floor, Dhobi Talao Junction, Opp. Metro Cinema, Mumbai - 400 002, INDIA
Tel.: 40813316 / 40813333 • E-mail: ho@edwiseinternational.com • www.edwiseinternational.com • LLPIN : AAB-4888

In event any employee takes his/her salary and leaves from Edwise, then Edwise reserves the right to take legal action against the employee. The employee would be liable to make good any loss sustains by Edwise which is relatable to the clients whose papers are processed by the employee which remains incomplete at the time of employee leaving the employment. In such event the figure of loss quantified by Edwise shall be final & binding on all employees.
The employee has to surrender all documents and records before leaving Edwise.

10. DURING AND AFTER EMPLOYMENT :

(a) At the time of appointment the employee was informed that the job required 3-6 months on job training. During training period, the employee will be given normal salary as mutually decided. The employee has agreed at the time of interview and reconfirmed at the time of joining, to serve the company for a minimum period of two year including the training period, as the Company has undertaken to incur the cost of on-job training.

(b) By virtue of being our employee, the employees are privileged to have student data, mobile numbers and students may contact the employee as a routine action in the next employment unintentionally or any of the student may contact the employee for follow-up, hence the restriction of 2 years to rule out possible leakage of information or diversion of business to new employer. After leaving job with Edwise, if any of the existing student of Edwise contacts the employee, it would be employees sole responsibility to route the student to Edwise only.

(c) The employee will not during or after employment directly / indirectly, induce / entice / solicit or attempt to induce / entice / solicit any employee to leave employment of Edwise. The employee will not interact with existing staff of Edwise after leaving the job or after being terminated.

11. NON COMPETITION :

Until 24 months from the last date of working, the employee will not, under any circumstances, carry on similar business or take up job or serve or represent any other organisation, institution, College, University, person or business entity, conducting similar trade or business or whoever might be involved in direct or indirect competition with "Edwise", irrespective if the termination of service is during or after training period, by the organisation or by way of resignation of the employee, or voluntary retirement, unless prior written permission of organisation is secured by the departing employee. The employee will not participate in any manner whatsoever, directly or indirectly, as agent, employee, officer, partner, director, shareholder, adviser, consultant, of any other service provider, organisation / trade / institution similar to or competing with "Edwise" or any of its associated companies.

MUMBAI : MARINE LINES - 40813456 SANTACRUZ - 42764444 MALAD - 42176444 THANE - 43455555 VASHI - 2087 0711
COCHIN COIMBATORE DELHI HYDERABAD JAIPUR KOLKATA PUNE (STN) PUNE (PC) SURAT TRIVANDRUM MADRAS VIZAG
47005333 44663333 2741279 68122333 41046333 48022222 4115333 4081901 8161111 2738001

12. BOND / LETTER OF AGREEMENT :

The employer may sponsor you from time to time to undergo training and Employer may arrange familiarization trips at various Foreign Universities represented by the Employer for imparting proper information to the prospective students visiting us for enrolling in Foreign universities represented by us. The Employee hereby agrees and confirms that after completing the training / familiarization trip abroad the Employee will serve the Employer for a minimum period of 2 (two) years. For this the Employee may be required to sign a separate bond.

13. CONFIDENTIALITY AND INTELLECTUAL PROPERTY OF THE ORGANISATION :

(a) During the course of employment the employee will have access to and / or gain knowledge of various classified information the organisation's policies, business strategies, records, data, software, files, financial and other information. The employee will have no right to usage of any such classified information gained by him / her during the course of employment in subsequent employments and / or business unless otherwise written permission of the organisation duly approved by its Directors or Management is give. If at any time any employee is found violating the said rules and regulations, the Management shall view the same as "gross misconduct" and the said act will be constructed as breach of confidence / criminal breach of trust, an act of knowing infringement of Intellectual Property of the organisation added with cheating, forgery, and perjury against the company. The Management thus reserves the right to initiate civil; / criminal proceedings against the employee involved in such misdemeanour under various penal provisions in accordance to the Information Technology Act 2000, Indian Penal Code, 1860, and Copyright Act, 1957.

(b) The employee shall not give out to anyone, during the period of employees service and even afterwards by word of mouth or otherwise, particulars or details of our processes, technical knowhow, security arrangements, administrative and/or organizational matter of confidential or secret nature, which may be the employees privilege to know by virtue of being our employee.

(c) The employee shall keep confidential all the information and material provided to the employee by or on behalf of the Management or by its clients concerning their affairs to enable the Management to perform the service. This excludes only such material as is already known to the public which also the employee will not release, use or disclose except with prior written permission of the Management. The employees obligation to keep such information confidential shall survive even on termination or cancellation of the employment.

(d) As an employee of the organisation you accept and understand that all information related to any personal financial data held in all formats about staff, students or clients is totally confidential. The employee understands that this information must not be shared with any external party during or after the employment with the organisation. The employee understands and accepts that the employee will not share information with any external party during or after employment about the software used within the organisation including sharing of passwords and user names. To share any of this information with external parties could lead to legal action being taken by the company to protect the data and other confidential information held by the organisation.

(e) The employee will not accept any gifts, commissions or any other sort of gratifications in cash or will not pass any information to the person / party / organization / Company / University dealing directly or indirectly with Edwise whether they are associated with Edwise or not. If the employee is caught doing so in future, the organisation shall be liable to take legal action. Also further action will be taken to recover damages caused to the organisation.

(f) The employee will not publish / give any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the organisation's product or any other matter with which the organisation may be concerned unless the employee has written permission from the Management.

14. TRADEMARK AND COPYRIGHT INFRINGEMENT :

The organisation has absolute ownership of all information, records, software, documents, logs and diaries, including all its promotional and advertising materials (which includes printed brochures, logos, newsletters, operations manuals / syllabus, branding, printed stationeries such as letter head designs, visiting cards, etc) made or acquired by the employee during his/her tenure of service with the organisation and the same are licensed trade mark material belonging to "Edwise" under section 29 of Trade and Merchandise Marks Act, 1958 and the certified Copyright Act, 1957. Once the employee has ceased to be in the employment of the organisation for any reason whatsoever, he/she will handover to the organisation all such information, records, documents, logs and diaries, stationeries such as letter heads and visiting cards, etc forthwith.

The employee undertakes not to make copies or duplicates of confidential or sensitive property or material including but not limited to keys, student material, discs, photographs or such proprietary information relating to the organisation business. Please strictly note that no such information, records, documents, logs and diaries and stationeries or its designs, will be used in subsequent employment, or for sale or hire or unauthorized use, distribution to any trade, person, company, business entity, exhibition and communication in or to the public or copies made thereof shall be constitute breach of this employment contract and as an act of Infringement of Copyright Material belonging to "Edwise" u/s 51 and Infringement of Copyright Act, 1957. For any such act or infringements, the organisation reserves its right to take suitable civil / criminal action against the employee involved and the employee will be liable to pay damages to the organisation u/s 54 - 62 of civil remedies, cognizable offence u/s 63 and 64.

The employee will not disclose or reveal to the competitors or any persons any of the organisation's business secrets or confidential informations, student data, university details and its working procedure and operations. All information pertaining to Edwise and its clients has to be withheld with the employee in strict confidence. This restriction applies even after the employee is disassociated with Edwise.

15. MONITORING OF DATA AND EMAILS :

The organisation and its Management claim their absolute propriety and to further safeguard its interests on any infringements, reserve the right to monitor every Internet access, emails, workstation without violating the rules of the Electronic Communication Privacy Act, 1986, for the protection of all information, data, logs and diaries stored in its computers, servers, hard drives / disks, or loaded on drives, compact discs and any other integrated software, specially designed solutions, websites and any of the emails received or sent by the employees which includes individual passwords, access passwords. The employee agrees to abide by the company's IT policy which was explained at the time of joining the organization.

16. VERIFICATION OF THE PARTICULARS MENTIONED IN THE APPLICATION OF THE EMPLOYEE :

If and when information furnished by the employee in the application form regarding the employee's credentials are found to be incorrect or not true, the employee will be liable for termination or such other action as the Management deems fit and proper.

17. INDEMNITY :

Employee shall indemnify the Company against any claims by third parties or losses suffered by the Company as a direct consequences of the Employee's misconduct, indiscipline or misdemeanour or as a result of his/her neglect of his/her duties or careless execution or his/her responsibilities or where the Employee acts in breach of his/her obligations.

18. GOVERNING LAWS & JURISDICTION :

The terms of this Contract is governed and constructed by the laws of India as may be amended from time to time.

This Contract shall have exclusive jurisdiction for the Courts of Mumbai only.

19. ENTIRE AGREEMENT :

This contract contains understanding by and between the Employer and Employee with subject matter herein. However, this not conclusive and will include any updates/changes to HR Policy as announced by the Employer from time to time. No waiver of any provisions of this contract shall be valid unless in writing and signed by the party against whom such waiver is sought to be enforced. No valid waiver or any provision of this contract at any time shall be deemed a waiver of any other provision at any time.

For and on behalf of



Edwise International LLP
Authorized Signatory

Read, Understood and Accepted,

Ms. Ramya Iyer

IT/HR/OL/01/2023

5th January 2023

To:
Veena Krishnakumar Menon,
Thrissur

Dear Veena,

Congratulations! We are pleased to confirm that you have been selected to work for Introit Technologies Pvt. Ltd. We are delighted to make you the following job offer:

The position we are offering you is that of **Academic Associate** with an annual cost to company of **₹2,88,000** during the probation period. Upon successful completion of your probation, your annual cost to company will be revised to **₹3,60,000**.

We would like you to start work on **16th January 2023, Monday**. If this date is not acceptable, contact us immediately. Please bring copies of the following documents with you on your date of joining:

1. Your ID proof
2. Your signature proof
3. 10th and 12th certificates and mark-sheets
4. Degree certificate(s) and transcript(s)
5. PAN Card
6. Relieving letter and experience certificate from your previous employer(s), if applicable.

Please sign a copy of this letter and return it to us to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Sincerely,



Manu John,
Director,
Introit Technologies Pvt. Ltd.

JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

Congratulations on your new opportunity as you grow your career with JPMorgan Chase. We're building the best and most respected financial services company in the world, and we would not be the exceptional company we are today without talented people like you.

We constantly remind ourselves that one of the most important things we can do for our employees is to build a healthy, vibrant company that creates opportunities. In your new role, you will have plenty of opportunities to grow, so take advantage of them.

Here are a few suggestions: Learn new skills and build your expertise. Help us find new ways we can continually innovate faster, better and more efficiently. Take the time to partner, collaborate and communicate effectively. And continue to do your best work for our clients, customers and communities. All the while, you'll be supported by colleagues who care about your development and welcome your feedback as we drive our business forward.

Remember, your success is fundamental to our success. You are part of a diverse, inclusive culture that differentiates us from our peers and sets a positive example for industries to follow. It's how we do business at JPMorgan Chase – and you are a critical part of it.

I wish you all the best in your exciting new role.

A handwritten signature in black ink, appearing to read "Jamie", with a large, sweeping flourish above the name.

JPMORGAN CHASE & CO.

17-Oct-2023

Prem Kumar Raju

Dear Prem Kumar,

Your Employment by J.P. Morgan

We are pleased to confirm your new opportunity with **J.P. Morgan Services India Private Limited** (the "**Company**"). As part of the J.P. Morgan family, you may be required to provide services for other members of the J.P. Morgan group of companies which includes but is not limited to affiliates, subsidiaries and holding companies ("**J.P. Morgan** "). You also may be required to travel and work in different locations within and outside your hiring country during your employment. You expressly agree that at any time during your employment with the Company, you may be transferred or re – assigned to another service or function of the Company or J.P. Morgan, in accordance with the Company's need.

Please review the contents of this offer letter carefully to confirm our understanding of your employment with the Company. This offer letter supersedes all previous communications including verbal and/or in writing.

Please read this document to understand your employment package. In addition to the information on the following pages, you will also be required to abide by JPMorgan Chase internal policies that are in force and amended periodically. These include our HR Policies, the Code of Conduct, relevant personal trading policies, and other policies and regulations implemented by the Company or the J.P. Morgan listed on the Company's intranet, which will be accessible to you upon commencement of your employment with the Company. Please carefully review all applicable policies and guidelines.

Please treat your employment terms with the strictest confidence.

- If you have questions about them, please contact your HR representative.
- For questions on benefits or policies, please contact our accessHR hotline at 0008004405210 (local toll free) or +1 212-552-5100 (international).
- To accept this offer of employment, please click on the "Accept" button at the bottom of this page on or before 19-Oct-2023. If you do not accept this employment offer by then, it will be automatically be withdrawn unless we extend it in writing.

* This is a computer generated communication and does not have a signature.

Employment

Your employment will begin on 15-Nov-2023 and you will carry out your role while physically present in the JPMC offices in Mumbai, India.

Probationary Period

Your probation period will be 3 Months. We will duly notify you if you have not successfully completed your probationary period or extension thereof. Your probation period will serve, among other things, to evaluate and verify your performance and your abilities as they pertain to your position. If we don't notify you at the end of your probationary period, you will be deemed to have successfully completed your probationary period.

Your retirement age will be as per Company's policy and subject to satisfactory completion of your probation period and provided that your employment is not terminated.

Title/Category

Your Functional/Subsidiary Title will be Trade Lifecycle Specialist IV of Asset & Wealth Management.

We may change your position and titles through promotion or our operational requirements.

Working Hours/Place Of Work

Your local management will determine your specific working hours. You may also be required to work different or additional hours to perform your duties, depending on your department's needs.

You will normally work at the Company's offices in Mumbai but you may be required to work at any other location of the Company or its affiliates, as required by the Company.

Remuneration

Your total fixed pay will be INR 5,80,000 per annum and comprises the following components:

Rupees p.a.

1. Basic Salary	1,74,000
2. Leave Travel Assistance	30,000
3. House Rent Allowance	87,000
4. Provident Fund	21,600
5. Internet Allowance	12,000
6. Special Allowance	2,55,400
A. Total Fixed Pay	5,80,000

We will pay your total monetary remuneration in 12 equal monthly installments on or around the 30th of each month. We will review this remuneration annually, and we reserve the right to amend its terms, level and structure from time to time at our sole discretion.

You will be liable for all tax payments and any other imposts that may be levied or payable on any sums paid and/or other benefits we provide to you. We are entitled to deduct or retain from the sum payable to you any withholding and other taxes levied or payable.

If, during your employment with J.P. Morgan, you become indebted to the Company or are overpaid any amount for any reason, we are entitled to recover that amount from you. J.P. Morgan may, if it so elects, set off any such sum due to the Company from you against any remuneration and/or any incentive compensation due and payable to you, including any final salary payments due to you on the termination of your employment.

Incentive Compensation

In this role, you will not be eligible for incentive awards under the JPMorgan Chase Performance-Based Incentive Compensation Plan or any other non-annual incentive compensation plan.

Notice Period for Termination

During your probationary period, either party may terminate your employment by giving the other party fourteen (14) days' written notice or payment in lieu of all or part of such notice period.

After the probationary period, either party can terminate the employment by giving the other party 60 Days written notice ("Notice Period"). However, J.P. Morgan may at its sole discretion release you earlier on certain conditions to be determined by the Company at the time of termination or by the Company making a payment in lieu of all or part of the Notice Period.

Leave

Annual Leave

Your annual leave entitlement will be subject to relevant legislation and JPMorgan Chase internal policies that are in force and amended from time to time.

- You will be entitled to annual leave with full pay in every calendar year, to be applied and taken in accordance with applicable law and JPMorgan Chase internal policies that are in force and amended from time to time. The Company will be entitled to determine when this is taken although, as far as possible, arrangements will be made to suit your convenience. J.P. Morgan encourages you to use your annual leave entitlement for each calendar year in that calendar year.
- After a notice of termination has been given, you will not be entitled to take annual leave notwithstanding any approval given before the date of the notice of termination unless the Company in its discretion otherwise determines.
- You must comply with the Company's 'consecutive days leave' policies.
- For the calendar year during which your employment with the Company commences or terminates, you will be entitled to such proportion of your annual leave entitlement as the period of your employment in each such year bears to one calendar year. Upon termination of your employment for whatever reason you shall, if appropriate and permitted under the law, either be entitled to a payment in lieu of any outstanding annual leave entitlement or be required to pay to the Company any salary received in respect of annual leave taken in excess of your proportionate annual leave entitlement.

Sick Leave

Your sick leave entitlement will be subject to relevant legislation and JPMorgan Chase internal policies that are in force and amended from time to time.

Suspension Leave

J.P. Morgan has the right to suspend you from your work duties with full pay where the Company considers it necessary to investigate any allegation of misconduct or impropriety on your part. Such right shall be exercised at the Company's sole discretion.

Please note that detailed policies and information on leave, medical and life insurance, provident and gratuity is available on J.P. Morgan's intranet, which will be accessible to you upon commencement of your employment with the Company.

Medical and Life Insurance Coverage

You may be covered under the Company's Group Medclaim Insurance Policy and Group Accident Insurance Policy.

Provident Fund & Gratuity

Your entitlement to Provident Fund and Gratuity will be subject to relevant legislation and J.P. Morgan internal policies that are in force and amended from time to time. For the purpose of computing gratuity, your date of joining will be deemed to be date you joined JP Morgan Group.

Employment

Your employment is subject to:

- a. You being able to carry out your role in India while being able to be physically present in a JPMC office in Mumbai, India and your obtaining and maintaining a valid work permit and such other permission, license or registration as may from time to time may be necessary to enable you to carry out your duties and continue your employment;

- b. the satisfactory completion of all pre-employment screening processing, including obtaining background references and checks as required, and the execution of any other forms necessary for employment; and
- c. your being legally able to work with the Company. You agree to disclose any employment or contractual post-employment restraints you are subjected to which may, and will continue to, affect your employment with the Company and affirm that:
 - i. you are not in breach of any prior employment contract;
 - ii. you have not taken or otherwise misappropriated – and you do not have in your possession or control – any confidential and proprietary information belonging to any of your prior employers or connected with or derived from your services to prior employers, and you have returned to all prior employers any and all such confidential or proprietary information; and
 - iii. you are not subject to any other employment or any contractual post-employment restraints
 - iv. you shall indemnify and hold harmless the Company from any and all claims arising from any breach of the warranties in this paragraph.

Termination

Your employment may be terminated as follows:

- By either party giving to the other prior written notice of at least the Notice Period or the Company making a payment in lieu of all or part of the Notice Period.
- By the Company at any time without notice or compensation if you:
 - are guilty of fraud, dishonesty or misconduct which is inconsistent with the due and faithful discharge of your duties;
 - seriously breach the Code of Conduct and any other Company policies;
 - disobey the Company's lawful and reasonable instructions/requirements;
 - habitually neglect your duties; or
 - otherwise commit a material breach of your employment terms.

During any Notice Period, the Company may put you on "garden leave" and may, amongst other things, do any or a combination of the following:

- suspend you from the performance of any duties or assign you alternative duties;
- exclude you from any premises of the Company or any of the Group companies and/or require you to work from another location;
- require that you have no or limited contact or communication, other than purely social contact, with any employees, officers, directors, agents or consultants of the Company or any other member of the Group;
- require that you have no or limited contact or communication with any customer or client of the Company or any other member of the Group;
- remove your access to the Company premises and computer systems; or
- require that you return any property belonging to the Company per the Company's policy on "Return of Company Property" provided in this offer letter.

All your duties (whether express or implied) under your employment and this letter – including without limitation your duty of fidelity, good faith, exclusive service and duties in relation to the Group's confidential information – shall continue throughout the Notice Period and any period that you are on garden leave.

During any Notice Period:

- you will provide such assistance as the Company may require to effect an orderly handover of your duties and responsibilities to any individual appointed by the Company or any of the Group Companies to take over your role or responsibilities; and
- you shall make yourself available to deal with requests for information, provide assistance, be available for meetings and advise on matters relating to work
- you shall not, directly or indirectly, in any capacity whatsoever, interfere in any way whatsoever with the business or the operations of the J.P. Morgan.

Confidentiality

You acknowledge that a vast amount of privileged and confidential information will be disclosed to you in course of your employment with the Company and during your employment with the Company and thereafter, you shall keep secret and shall not at any time (whether during or after the period of your employment) use for your own or another's advantage, or reveal to any person, firm or company, any of the trade secrets, business methods and plans, financial matters, client lists, investments, marketing plans, personnel matters or other information which you knew or reasonably ought to have known to be confidential concerning the business or affairs of the Company or any other member of the Group or any of their related companies, clients or suppliers.

You agree to abide by the specific provisions on the use of confidential information in the J.P. Morgan policies and code of conduct.

The restriction contained in this paragraph shall not apply to any disclosure or use authorised by the Company or required by law.

Return of Company Property

You acknowledge that any privileged or confidential information disclosed to you in the course of your employment with the Company remains the exclusive property of the Company and whenever requested by the Company and/or J.P. Morgan and in any event upon the termination of your employment, you will promptly deliver to the Company and/or J.P. Morgan all documents and other materials (whether originals or copies or in hard copy or electronic form) concerning the Company and/or J.P. Morgan or their respective clients and suppliers, which may have been prepared by you or have come into your possession, custody or control in the course of your employment with the Company. This includes, without limitation, any confidential information, lists of clients or suppliers, correspondence, electronic equipment, computer software or hardware, staff identity cards card and other property used in connection with the operations of the Company and/or J.P. Morgan. You will not be entitled to, and will not retain, any copies, title and copyright in such correspondence and other documents, papers, records and property are vested in the Company and/or J.P. Morgan.

Post-Employment Restrictions

For a period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company any Critical Person.

For a period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company the business or custom of any Restricted Client.

The duration of the restrictions will be reduced by any period of notice that you work out or any period of garden leave as provided in this offer letter.

In this paragraph:

- "Critical Person" means any person who was an employee or director of the Company or any other Group Company at any time within one year prior to the Relevant Date who had access to trade

secrets or confidential information of the Company or any other Group Company. This includes knowledge of, involvement with or influence over suppliers or clients of the Company or any other Group Company with whom you worked at any time during that period.

- "Group Company" means the Company, its ultimate holding company, any subsidiary of the Company and any holding company from time to time. "Subsidiary" and "holding company" shall have the same meaning as in the relevant companies' legislation.
- "Restricted Client" means any person:
 - who in the one year before the Relevant Date was a client of, or has dealt with, the Company or any other Group Company; and
 - with whose custom or business you, or persons reporting to you, were personally involved with during the period of one year prior to the Relevant Date
 - but does not include publicly known institutional clients which you serve subsequent to your employment with the Company without the use of confidential or proprietary information of the Company and J.P. Morgan.
- "Relevant Date" means the date your employment terminates.

You acknowledge and agree:

- that each of the foregoing paragraphs constitutes an entirely separate and independent restriction on you;
- that the duration, extent and application of each restrictions, obligations and undertakings are reasonable and necessary to protect legitimate interests of the Company and J.P. Morgan, considering, among other things, that the Company has commercial dealings with business partners throughout the world and that you will regularly be dealing with such partners as part of your duties and you understand that it does not by any means prevent you from earning a living in a satisfactory way;
- that, if any such restriction (or parts of a restriction) shall be adjudged by any court of competent jurisdiction to be void or unenforceable, the validity or enforceability of the remaining restrictions (or parts of a restriction) shall remain in full force and effect as if the unenforceable parts had been deleted. Damages may be an inadequate compensation for breach of any of the restrictions in this paragraph and, subject to a court's discretion, in the event of any actual or threatened breach of any provision of this paragraph, you agree that the Company shall be entitled to (on behalf of itself and on behalf of any other Group Company) restrain, by injunction, equitable relief or similar remedy, any conduct or threatened conduct by you. You expressly submit to the jurisdiction of any court of competent jurisdiction for this purpose, and in the event you receive from any person an offer of employment (whether oral or in writing and whether accepted or not), either during your employment or the continuation in force of all or any of the restrictions applicable to you, whether pursuant to this letter or the Code of Conduct, you shall provide to the person making such an offer of employment a full and accurate copy of the then current restrictions applicable to you.
- that any benefit given or deemed to be given by you to J.P. Morgan under the terms of this paragraph is received and held on trust by the Company for the relevant J.P. Morgan group company. You will enter into appropriate restrictive covenants directly with other J.P. Morgan group companies if asked to do so by the Company.
- that your employment with the Company and the compensation paid and/or payable to you by the Company shall be sufficient consideration for the purposes of this clause. You further agree and acknowledge that the limitations as to time and the character or nature placed in this clause are reasonable and fair and will not preclude you from earning a livelihood, nor will they unreasonably

impose limitations on your ability to earn a living.

- that this offer letter constitutes a valid, legally binding and enforceable obligation on you and this document is not in violation of any applicable law.
- that any breach or threat of breach on your part of any one of such obligations and/or undertakings would cause serious harm to the Company or J.P. Morgan which may then institute any legal recourse against you that is deemed appropriate and/or recourse in damages, without further notice or delay.
- That you shall not assign this offer letter or the rights and/or obligations hereunder. The Company may assign its rights and obligations herein in all circumstances without your consent, including in connection with any sale, transfer or disposition of all or substantially all of its business and operations and its assets, in which case the Company's rights and obligations shall vest to the successor.
- In addition, you agree and acknowledge that the potential harm to the Company of the non-enforcement of this clause outweighs any potential harm to you and that you have given careful consideration to the restraints imposed upon you by this clause and that you are in full agreement as to their necessity for the reasonable and proper protection of the Company's interests. You expressly acknowledge and agree that each and every restraint imposed by this clause is reasonable with respect to subject matter, time period and geographical area.

Miscellaneous

- This letter represents the entire agreement between the parties with respect to your employment by the Company and supersedes any previous written or oral agreement between the parties in relation to the matters dealt with in it. You acknowledge that you have not been induced to enter into this letter by any representation, warranty or undertaking not expressly incorporated into it.
- If any paragraph (or part of any paragraph) of this letter is invalid or unenforceable, the validity or enforceability of the remaining paragraphs (or parts of a paragraph) shall not be affected and the other paragraph (or parts of a paragraph) shall remain in full force and effect as if the invalid or unenforceable parts had been deleted.
- This letter shall remain in full force and effect and survive the termination of your employment for any reason whatsoever.
- If, during your employment with J.P. Morgan, you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.
- The Company may, in connection with your employment, receive personal data relating to you or your family. Such data may be received from you, or from other sources including third party sources. The Company may process your personal data for the purposes of your employment and the operation of J. P. Morgan's business and as set out in the Code of Conduct and relevant Privacy Policies and Privacy Handbook. You hereby consent to the processing, storage and transfer of your personal data (including transfer worldwide amongst members of the J.P. Morgan group of companies).

Appendix: Systems Monitoring Activities and Cross-Border Transfers:

The following provides a summary of how JPMorgan Chase & Co., its affiliates and its subsidiaries and the entity that employs you, or for which you provide services (collectively, "JPMC"), conducts Systems monitoring. JPMC may conduct monitoring to the extent permitted by applicable law.

JPMC conducts monitoring of JPMC's physical facilities and its equipment and systems (collectively, the

"Systems"). System monitoring applies to your JPMC equipment, your personal equipment when accessing the Systems, and the communications, information, and materials conveyed or accessed using the Systems. Monitoring activities may include the monitoring and logging of traffic and usage data of all electronic communications; monitoring of telephone calls to or from JPMC work telephones as permitted by applicable laws and subject to any required notices; monitoring of the contents of electronic communications, files, databases, applications, and internet usage; and logging hours worked and physical presence at JPMC's facilities if applicable. JPMC may at all times monitor, access, retrieve, record and review information obtained from the monitoring activities for various purposes, such as preventing and investigating activities that may violate JPMC's policies and ensuring compliance with legal or regulatory obligations. While conducting monitoring activities, JPMC may obtain and process personal information about you and others that may reside on the Systems.

The monitoring activities (including JPMC's collection and processing of personal or other information) are required for purposes of your employment or work assignment to promote adherence to applicable policies and regulations. Subject to applicable laws and regulations, if you object to this processing, JPMC may prohibit you from using the Systems; terminate offers of employment or work assignment; and, for employees, take disciplinary action against you, up to and including termination of your employment with JPMC.

JPMC may disclose the information it obtains in connection with monitoring activities to JPMC affiliates and to third parties, service providers, regulators, supervisory bodies, law enforcement and other government agencies. Information obtained from the monitoring activities may be used as the basis to take disciplinary actions, up to and including termination or other legal action, for violations of JPMC's policies or applicable laws.

In addition to the monitoring activities discussed above, JPMC may obtain and store other information related to your employment or other working relationship, such as your compensation information, performance information, benefits information and other workplace-related data. JPMC may transfer such information, and the information it obtains in connection with monitoring activities, to countries other than the country in which the information originally was collected, including to the United States.

Understanding Obligations under the Firm's Personal Account Dealing Policy (PAD):

The Personal Account Dealing Policy (Policy) of JPMorgan Chase & Co. (firm or JPMC) is designed to help prevent and detect violations of securities laws and industry conduct standards and to minimize actual or perceived conflicts of interest that could arise due to personal investing activities.

PAD Compliance will notify you if the position you are being offered is considered to be subject to the Policy. You will remain subject for the duration of your time working in a subject group, unless notified otherwise of a change in subject status. Unless otherwise notified, you will continue to be subject to the provisions of the Policy even during leaves of absence from the firm, including, but not limited to, garden leave or medical leave.

You as well as your Connected Persons are subject to the provisions of this Policy and will need to be familiar with the obligations set forth in this policy. Connected Persons includes your spouse, domestic partner or minor children (even if financially independent) as well as anyone to whom you provide significant financial support or for which you, or anyone listed above, has or shares the power, directly or indirectly, to make investment decisions.

Once subject to the Policy, you must disclose and certify your Covered Accounts (which include accounts of your Connected Persons). You will be required to maintain your self-directed Covered Accounts with one of the firm's Approved Brokers and preclear all purchases, sales, pledges and gifts (received and given) of publicly traded and privately held financial instruments, unless listed as specifically exempt. Pre-approval confirmations must be received prior to executing the trade or investment. The firm may impose periodic restrictions on personal trading in certain financial securities. These restrictions can apply to all firm subject Workforce Members and their Connected Persons or may be limited to certain groups. Subject Workforce

Members and their Connected Persons are not permitted to recommend or transact in the financial instruments of an issuer while in the possession of material non-public information (MNPI) regarding that issuer.

If you are a seasonal or short term employee the following requirements will apply:

JPMorgan Chase requires that seasonal workers refrain from trading in Covered Accounts for the time period that you are employed in a short term training program. Please verify that you will comply with the following personal trading requirements:

1. For the duration of the short term program I am joining I will not trade in any of my Covered Accounts
2. I understand that the Firm has the right to request account information for any of my Covered Accounts
3. If there is an extenuating circumstance that would compel me to place a trade in my Covered Accounts, I will obtain pre-approval of the trade by the Personal Account Dealing Group and I would be responsible for supplying all confirmations and statements to the Personal Account Dealing Group for that trade

*The term Covered Accounts refers to any securities accounts no matter where they are located and includes, but is not limited to, those accounts that are established, maintained or controlled (either directly or indirectly) by you, your spouse, domestic partner or minor children (even if financially independent), anyone to whom you provide significant financial support, and in which the employee has a direct or indirect financial interest.

Global Personal Trading Policy:

The Personal Account Dealing of JPMorgan Chase & Co. is designed to help prevent and detect violations of securities laws and industry conduct standards and to minimize actual or perceived conflicts of interest that could arise due to personal investing activities. This Policy includes requirements for disclosing Covered Accounts, maintaining certain accounts at one of the firm's Approved Brokers, preclearing trades, and restrictions and prohibitions on certain types of trading activity. This Policy is subject to any applicable local laws and rules and should be read in conjunction with Supplements (regional/LOB) as well as the firm's Code of Conduct.

Conflict of Interests and Outside Interests:

Under JPMorgan Chase & Co.'s (JPMC) Code of Conduct, employees are responsible for avoiding activities or relationships that might affect their objectivity in making decisions as an employee. Employees are not permitted to allow their personal interest to conflict, or appear to conflict, with their JPMC role and responsibilities.

Outside Interests include second jobs, not for profit activities, government positions, and positions with external companies and organizations as a director, officer, advisor, sole proprietor, consultant or owner of any business. Outside Interests may result in an actual or perceived conflict as interest. Where actual or potential conflicts of interest cannot be mitigated, you may be required to discontinue the activity or dissolve your investment.

Employees are required to seek preclearance prior to engaging in Outside Interests or immediately upon joining JPMC. Where preclearance is not required, employee must adhere to all restrictions and conditions outlined in Section 5 and 6 of the Outside Interest Policy.

Conflicts of interests may also arise from: (1) personal and business relationships; (2) the exchange of gifts and business hospitality; (3) political engagement; and (4) personal finances. Employees should avoid activities or relationships that might affect their objectivity in making decisions on behalf of JPMC or undermine their

credibility. Employees may never place personal interests ahead of our clients' interests. All potential and actual conflicts must be escalated to your manager for review and mitigation.

Acceptance and Code Affirmation:

Upon signing this letter I accept the terms and conditions described above.

I hereby affirm that I have read, understand, and am in compliance with the JPMorgan Chase ("JPMC") Code of Conduct and all internal JPMC policies that apply to me. I agree, as a condition of my employment, to remain in compliance with the Code of Conduct and all applicable JPMC policies.

I understand that I must conduct myself in a way that is consistent with the Code of Conduct, demonstrating compliance with the principles and intent of the Code of Conduct, and applicable laws and regulations.

I also affirm that I have reported any potential or actual violations of the Code of Conduct, JPMC policies, or laws or regulations applicable to JPMC's business, as required by the Code of Conduct. I understand that failure to do so can result in disciplinary action, up to and including termination of employment.

I understand that the Code of Conduct may be updated periodically, as necessary; and that the current version is posted on the JPMorgan Chase intranet as well as on its public website.

Independent Auditor Tax Services to Employees of JPMorgan Chase and its Affiliates:

To be in compliance with the Public Company Accounting Oversight Board (PCAOB) Rule 3523, it is JPMorgan Chase's (JPMC) policy that PricewaterhouseCoopers (PwC) cannot provide any tax services to employees of JPMC or any of its controlled entities (hereafter referred to as JPMC employee). This restriction is regardless of whether the individual is in a financial reporting oversight role or not, and whether PwC is engaged by the individual or by JPMC. PwC is also prohibited from providing any tax services to a spouse of a JPMC employee if the work is related to a joint tax return. Exceptions to this policy will be reviewed on a case-by-case basis and will require the approval of the JPMC Controller.

Electronic Signature

- You acknowledge and agree that this offer of employment letter (the "Offer Letter") is being executed electronically and is enforceable.
- You have read and understood the terms of the Offer Letter and have been provided with an opportunity to review and discuss the terms of the Offer Letter with advisors, if you so desire.
- You agree that should any further assurances be required or be desirable, you shall in good faith perform such further actions (including executing a physical copy of the Offer Letter).

Governing Law and Jurisdiction

Your employment shall be governed by and interpreted in accordance with the laws of India. You shall submit to the exclusive jurisdiction of Mumbai courts in relation to any dispute arising in connection with your employment and this letter.

APPENDIX D – SPECIFIC CONSENTS

You are required to provide specific consents in accordance with the applicable laws, details of which are provided in Annexure 1 and 2 respectively. It is essential that you carefully read/understand and specifically agree to the same.

Annexure – 1

Please read the following statements carefully. The term "J.P. Morgan" as used in these statements, refers to and is defined as including, either jointly or individually, J.P. Morgan Chase & Co., and/or any of its subsidiaries and affiliates and related body corporates (as defined in the Corporations Act, 2001 (Cwlth)), and/or their respective officers, agents, or employees.

Verification: The information I have provided in this Statement of Information is accurate to the best of my knowledge and subject to verification. I understand that any untrue statement or misrepresentation of fact in any of these statements to any extent, at J.P. Morgan sole discretion, may be grounds for terminating my employment with J.P. Morgan with immediate effect in accordance with the terms and conditions set out in J. P. Morgan Offer Letter.

Security Procedures: At all times during the performance of services for J.P. Morgan, I shall abide by all applicable J.P. Morgan security standards, guidelines and procedures, including, where applicable, those set forth in J.P. Morgan Data Security Policies and Standards Manual and Technical Users: Security Policies and Standards Manual.

Ownership of Intellectual Property: I hereby agree that J.P. Morgan shall have ownership of the entire rights, title and interest in all inventions, original works of authorship, developments, improvements, technical or other contributions, including computer software and trade secrets, and other works which I make, conceive, create or write, alone or jointly with others, during the course of and within the scope of my employment with J.P. Morgan or within six months after termination of such employment if the same is related to the course of my employment ("Developments"). In connection therewith, I hereby assign to J.P. Morgan, all rights, title and interest in and to the Developments to which I am or may at any time after the date of my employment be entitled to by virtue of or pursuant to any of the laws in force in any part of the world, whether or not patentable or registrable under copyright or similar laws, which assignment shall include, without limitation, the right to file and prosecute patent applications and copyright registrations in any and all countries and all rights of priority under international conventions. I further acknowledge that all original works of authorship which are made by me (solely or jointly with others) within the scope of and during the period of my employment with J.P. Morgan are protectable by Section 195awa of the Copyright Act, 1968 (Cwlth). I agree to keep and maintain complete, adequate and current written records of all Developments and to disclose the same to J.P. Morgan. The records will be in the form of notes, sketches, drawings, and any other format as J.P. Morgan shall reasonably request and/or specify during the term of my employment. I agree to, during and after such period, assist and co-operate fully with J.P. Morgan Chase (entirely at its expense) to do any and all acts to obtain and protect J.P. Morgan rights in the Developments and any copyrights, trademarks, patents, designs, layout-designs, proprietary information, mask work rights or other intellectual property rights relating thereto in any and all countries ("Intellectual Property Rights"), including, the execution of any and all applications, assignments and all other instruments in such manner and at such location which J.P. Morgan shall deem necessary in order to apply for and obtain or assign to J.P. Morgan the Intellectual Property Rights. I understand and agree that all such Developments shall be and remain the property of J.P. Morgan regardless of whether or not patented or registered for copyright and that my obligation to execute or cause to be executed, any instrument or papers shall continue after the termination of my employment with J.P. Morgan.

Moral Rights: I consent to do all such acts and deeds and fully assign to J.P. Morgan any and all moral rights in respect of all Developments and works made or to be made by me in the course of my employment with J.P. Morgan. I agree and acknowledge that I may be required to submit my name, likeness, statements, voice, photographic image, videos and any other information or material ("Material") to J.P. Morgan from time to time in relation to my employment with to J.P. Morgan. I hereby understand, fully agree and freely consent to and I represent and warrant the following to and for the benefit of to J.P. Morgan:

I have full legal authority, including all necessary intellectual property rights, to submit this Material to J.P. Morgan on behalf of myself or anyone depicted in the Material. If this Material contains any name or likeness of an individual under the age of 18 years or an incapacitated adult, I represent and warrant that I have the full legal authority to submit this Material on their behalf.

If I have voluntarily agreed with/been engaged by J.P. Morgan to create any Material, I hereby expressly undertake to hand over all the Material to the designated representative of J.P. Morgan and irrevocably consent to the use, publication, retention and /or destruction of the same by J.P. Morgan. I hereby grant to J.P. Morgan all right, title and interest in and to the Material without royalties or other compensation and agree that J.P. Morgan alone has the exclusive right to create copies of the Material, prepare derivative works based on the Material, distribute copies of the Material and / or publicly display.

In the event I have created the Material, I confirm and agree that the Material is my own original work, is not copied, and does not contain any third-party materials and/or content that I do not have permission to use. I further warrant and represent that the Material is not obscene, defamatory or in breach of any applicable legislation or regulations.

I consent and grant permission to J.P. Morgan and any applicable media agencies acting on behalf of J.P. Morgan, a perpetual, worldwide, non-exclusive, irrevocable, royalty-free license to use, reproduce, distribute and publish the Material or for any other information I provide in any media now or hereinafter developed for any purpose in which J.P. Morgan engages, including any promotion, advertisement or other conduct of trade, without royalties, payment or any other consideration. I irrevocably authorize J.P. Morgan to edit, alter, copy, exhibit, publish or distribute the Material for purposes of publicizing programs on the J.P. Morgan intranet or for any other lawful purpose in India and in any other country. I agree that the Material will not be returned to me. I waive the right to inspect or approve any finished product of the Material, including written or electronic copy, wherein my or that of any person's likeness appears.

I will not hold J.P. Morgan liable or responsible for the Material that are lost, delayed, misdirected or incomplete or cannot be delivered for any technical or other reason. J.P. Morgan shall not be liable for any loss or damage resulting from submission or publication of the Material.

I, for myself and anyone entitled to act on my behalf, waive and release, to the maximum extent permitted by law, J.P. Morgan from any claims or liabilities of any kind arising in connection with the Material or the use thereof even though that liability may arise out of negligence or carelessness of any such party. This Agreement and Release Form may be asserted as a full and complete defense to, and may be used as the basis for an injunction against any claims, action or lawsuit alleged or brought by me against J.P. Morgan. The rights granted herein shall be binding upon my estate, heirs and assigns.

This Agreement and Release is deemed to be made under and shall be construed according to the laws of India and subject to the exclusive jurisdiction of Mumbai Courts. J.P. Morgan – Pre Employment Screening

Confidentiality of Information: I agree that I shall hold on trust for J.P. Morgan Chase & Co, including its subsidiaries and affiliates (respectively or jointly) (JP Morgan) and shall not use, except for the purposes of the performance of my duties during my employment with J.P. Morgan, or disclose to any other party any Confidential Information (as such term is hereinafter defined) which may be disclosed to or created by me in connection with the course of my employment with J.P. Morgan. As used herein, the term "Confidential Information" means any information which relates to confidential, proprietary and/or trade secret information in oral, demonstrative, written, electronic, graphic or machine readable form contained in any documents, manuals, diskettes and other storage medium including but not limited to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions or security procedures, know-how, inventions, training methods or other information relating to the business and other operations of either J.P. Morgan, any affiliate of J.P. Morgan, or any client, customer or vendor of J.P. Morgan and all copies and reproductions thereof, whether or not owned or developed by J.P. Morgan, except such information which is in the public domain at the time of its disclosure to me or which subsequently enters the public domain other than as a result of a breach of duty on my part. I agree that, upon J.P. Morgan written demand for whatever reason, I shall immediately deliver to J.P. Morgan any and all notes, drawings, documents, manuals, diskettes and other m

copies or excerpts thereof and confirm to J.P. Morgan, in writing, the return or destruction of the same. I acknowledge that my right to retain and/or use the Confidential Information shall terminate forthwith upon J.P. Morgan written demand and I shall immediately cease to use the Confidential Information. The obligations imposed by this clause shall survive the term of my employment with J.P. Morgan with respect to the performance of services, or of my employment or assignment to render services in connection therewith. I understand and agree that any breach of these confidentiality obligations will cause J.P. Morgan irreparable damage and J.P. Morgan shall have the right to enforce the provisions of this paragraph by means of injunctive relief including specific performance.

Annexure- 2

Consent for Use, Transfer and Verification of Personal Data

1. This consent is for collecting, using, holding, receiving, possessing, storing, dealing, transferring, disclosing or handling ("Use") your Personal Information (defined below) (including your Sensitive Personal Data or Information(defined below)) from you (collectively, "Personal Data") in connection and during your employment with J. P. Morgan Services India Private Limited ("Company")("Consent").
2. You understand and give consent that during the course of your employment, whether direct or indirect, the Company will U s e your Personal Data or any other related document/agreement for the purposes set out below or for any purpose ancillary or incidental thereto as may be relevant for the Company for its business purposes in the course of my employment ("Purpose"):
 - 2.1 personnel administration, including administration of certain employee benefits such as medical and insurance benefits;
 - 2.2 processing applications for employment and regulatory licensing (if applicable);
 - 2.3 compensation related activities, including reviewing salaries, bonuses and other benefits administration and attachment of wages/salaries to comply with legal obligations;
 - 2.4 job grading, recruitment activities and employment background checks;
 - 2.5 performance and talent management, consideration for promotion, training, termination or any relevant decision-making for the ongoing management of the employment relationship;
 - 2.6 consideration of eligibility and administration of staff loans and other benefits;
 - 2.7 training and monitoring compliance with internal policies of the Company, JPMorgan and applicable laws;
 - 2.8 internal and inter JPMorgan for matching procedures;
 - 2.9 processing payroll or tax or other employment and statutory benefits;
 - 2.10 providing employee references (with consent from employee);
 - 2.11 complying with mandatory reporting obligations and other legal requirements and disclosures required by law enforcement agencies;
 - 2.12 enabling you to discharge your business duties, including to procure a consumer report or an investigative report for;

2.13 any other lawful purpose connected with a function or activity of the Company; and/or

2.14 any other purpose required under any law for the time being in force.

"Personal Information" means any information that relates to you, which, either directly or indirectly, in combination with other information available or likely to be available with JPMorgan, is capable of identifying you. "Sensitive Personal Data or Information" means such personal information which consists of information relating to your:

- (i) password;
 - (ii) financial information such as Bank Account or credit card or debit card or other payment instrument details;
 - (iii) physical, physiological and mental health condition;
 - (iv) sexual orientation;
 - (v) medical records and history;
 - (vi) Biometric information;
 - (vii) any detail relating to the above clauses as provided to the Company in relation to your employment or contractual relationship with the Company; and
 - (viii) any of the information received under above clauses by the Company for processing, stored or processed under lawful contract or otherwise.
3. You understand and give consent that your Personal Data collected by the Company will be handled in accordance with the reasonable security practices and policies and procedures of the Company and JPMorgan and that the procedures and policies may change from time to time and that it shall be your responsibility to keep myself updated on the same.
4. You understand and give consent that the Personal Data collected from you by the Company may be transferred or disclosed by the Company, when such transfer or disclosure of Personal Data is necessary for the Purpose stated in Clause 2 above, to:
- 4.1 any of its affiliates, subsidiaries, associate companies or branch in the JPMorgan group of companies ("JPMorgan"), whether in India or any other country;
 - 4.2 any agent, contractor, or third party service provider who provides administrative, telecommunications, computer or other services to JPMorgan in connection with the operation of its business;
 - 4.3 any other person under a duty of confidentiality to JPMorgan, which has undertaken to keep such information confidential, including clients of JPMorgan;
 - 4.4 any person seeking employee references;
 - 4.5 any actual or proposed purchaser of all or part of the business of JPMorgan or, in the case of any merger, acquisition or other public offering, the purchaser or subscriber for shares in any entity which is part of JPMorgan;

- 4.6 third parties in the form of directories of names and office telephone numbers of key officers of JPMorgan for promotional and administrative purpose; and
- 4.7 any statutory, regulatory, governmental authority, body or association and/or to other third parties where such disclosure is required by applicable law or regulation.
5. You give consent to the Company, JPMorgan and any adviser, agent, contractor, service provider of JP Morgan or any persons or organizations acting on its behalf, to verify and process information and documentation presented by you or any other third party on your employment application/resume and relating to your engagement with JP Morgan (including Personal Data and complete details of your).
 6. You hereby grant authority for the bearer of this Consent, with immediate effect, to access or be provided with details of your previous employment records held by any company or business for whom you have previously worked.
 7. Upon a request made by you, you may review the Personal Data provided by you to the Company in order to ensure the authenticity of such Personal Data. In the event, any Personal Data provided by you to the Company is found to be inaccurate or deficient, you may request the Company to correct or amend the records as feasible and in accordance with the internal policies and process of the Company. It is your responsibility to keep the Company updated with regard to your Personal Data as and when there is a change in the information provided by you to the Company. The Company shall not be responsible for the authenticity of the Personal Data provided by you. Failure to provide Personal Data or failure to provide consent to the Company or withdrawal of consent given to the Company required for the Purpose stated in Clause 2 above or such other purpose as the Company may notify to you from time to time may result in the Company being unable to process the job application or continue to have you in employment with the Company or provide employment related benefits.
 8. You understand, agree and given your consent to the Company to appoint or replace any person (if any), collecting, processing or retaining the Personal Data in its sole discretion.
 9. You agree that you will not withdraw your consent provided hereunder unless the same is communicated to the Company in writing. You further understand and agree that notwithstanding the fact that you may withdraw your consent, the Company (and any entity to which the Company may have transferred the Personal Data to) may need to retain/share/disclose your Personal Data, if required under any law for the time being in force.
 10. You understand that the Personal Data collected from you is required in connection you're your employment with the Company. In the event that you withdraw such consent, notwithstanding anything to the contrary that may be contained in any statement, agreement, affirmation, undertaking or letter in regard to your employment with the Company, the Company would have the absolute right to discontinue providing such services/ benefits/ amenities in connection to which the Personal Data was collected and take any other action in this regard on just and reasonable grounds without any further notice or liability.
 11. Requests for access to Personal Data or correction of Personal Data, or for information regarding policies and practices of JPMorgan and kinds of Personal Data collected and stored by the Company must be made in writing to accessHR at links to which are available on the Company's Intranet and marked to the attention of the "Data Privacy Officer".
 12. You agree that in the event that you have any reasonable queries / objections in relation to any of the aforesaid, you will bring the same to the attention of the Company in writing.

J.P. Morgan Services India Private Limited

Corporate Identity Number : U72900MH2000PTC124073

Registered Office: Tower A Blk 9, Tower B Blk10, Tower C Blk 11, Nirlon Knowledge Park, Western

Express Highway, Goregaon E, Mumbai Suburban, Maharashtra, 400063

Telephone: +91 22 6125 0000

09/01/2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Subhiksha Raman** has been a part of our organization as a **Visualiser** for a period of **1 Year and 9 months**, starting from **14th April, 2022** till **5th January, 2024**.

During this tenure, she has worked on various projects in the field of digital advertising, for Anker, Carelon, Poiner, KFC, Flipkart Wholesale, eBay, Bliss Club, DotPe, Edgevere, KFC, and Amazon Brands.

Her conduct, professionalism, and quality of work were always as per expected standards and she exhibited extraordinary dedication, teamwork, and a strong work ethics during her tenure with the organization.

We wish you the very best in all your future endeavors.

Sincerely,



Sharmina I
Human Resource
Clevertize Private Limited

Godrej & Boyce Mfg. Co. Ltd.

Regd. Office: Pirojshanagar,
Vikhroli, Mumbai 400 079, India

Tel: + 91-22-6796 1700 / 1800

www.godrej.com

CIN: U28993MH1932PLC001828

Corporate Personnel & Administration Department

Ref.: HK/P&A/APPMT'2023-2024/A-700380

3rd July, 2023

Mr. Shlok Bhatnagar
204, Godrej Serenity
Deonar
Govandi (East)
Mumbai - 400088

Salary Code : 700380
BC/RC/CC : ZX/011/UE
Location : Plant 11
Date of Birth : 23/03/1999

LETTER OF APPOINTMENT

Dear Mr. Shlok Bhatnagar,

This has reference to our Offer Letter Ref.: HK/P&A/Offer2023-2024/O-295 dated 20th June, 2023 issued to you and your acceptance of the said offer. We are glad to appoint you as **Manager - Finance** in **Corporate Procurement Department** on the following terms and conditions:

- 1. Date of Appointment:** Your appointment dates from **3rd July, 2023**.
- 2. Job / Responsibility Band:** You are placed in **Professional Job Responsibility Band 'P'**.
- 3. Place of Posting:** Your initial place of posting will be in **Vikhroli Establishment**.
- 4. Probation:** You will be on probation for a period of **twelve** months. At the end of the probation period, if you are found suitable for confirmation, you will be informed regarding the same in writing. If no such letter of confirmation is issued to you, the probation period shall be deemed to have been extended till such time you are confirmed in writing.

Please note that the Management reserves the right not to confirm and discharge your services without any notice at the end of the probation period, if you are found lacking in terms of performance or habitual / long absence from work without prior intimation and/or sanctioned leave.

In the event of your resigning from the services prior to your confirmation, the Management reserves the right not to confirm your services although you may be serving the notice period.
- 5. Remuneration:** As per the Summary of the Remuneration issued to you along with the Offer Letter mentioned above. Your remuneration is strictly confidential and you are expected to maintain complete confidentiality of the same. Any breach on this count will be viewed with utmost seriousness by the Company. Taxation will be governed by the Income Tax rules as applicable from time to time. The Company will be deducting tax at source as per the prevailing income tax guidelines. You are required to submit your PAN Card, Aadhar Card and Universal Account Number (UAN) details to the Company within thirty days from your date of joining, if not submitted earlier.
- 6. Leave Entitlement:** You will be eligible for leaves as per the Leave Rules of the Company.
- 7. Leave Travel Allowance:** You will be eligible for Leave Travel Allowance (LTA) upon your confirmation in service and upon completion of one year service in the Company. To avail LTA, you will be required to take minimum four days' privilege leave.

Contd...(2)



(2)

Mr. Shlok Bhatnagar, S.Code: 700380

8. Transfer of Services & Tour Entitlement:

(a) You are liable to be transferred to any of the Company's Divisions / Establishments / Project Site anywhere in India or abroad as per business needs and exigencies. You shall not be eligible for any additional / further payment on account of such transfers except the entitlements, as applicable as per the Company's Transfer Policy. In case of such transfer, revision / modification in House Rent Allowance component, if any, applicable to your Job / Responsibility Band shall apply to you as per the Company's policy. Furthermore, you will be governed by the rules and regulations, service conditions and work practices which are prevailing in the location where you have been transferred.

(b) You may be called upon to undertake tours and / or other assignments anywhere in India / abroad in connection with Company's business. While on such tour, you will be entitled to travel, boarding & lodging expenses and other permissible allowances as per the Tour & Travel Policy of the Company.

(c) For more information relating to Company's policies, rules & procedures and schemes which are applicable to the Management cadre employees, you are required to refer to the Policy Reckoner under the Employee Connect Section of Company's Intranet - Godrej Connect. It is expected that the employees visit the Company's website to know about the policies, rules & regulations of the Company as the changes related to Policies, Rules & Regulations are announced through Godrej Connect.

9. Separation / Termination:

(a) In case of separation from service, notice period is 90 days on either side. The same is applicable during the probation period as well. In the event of various assignments which you are required to complete and if not completed by you within the scheduled notice period, the Company will be at liberty not to accept the 90 days' notice period from you till such time the said assignments are completed by you.

(b) In the event of the Management permitting you to leave without serving the full notice period, you will be required to pay for the balance notice period and the recovery will be calculated on monthly gross salary. Furthermore, if you are covered under any Service Agreement (Bond), you will be required to pay towards breach of the Service Agreement (Bond) prior to your last working day in the Organization.

(c) In case you leave the Company's service without serving the notice period and / or without being formally relieved from the services of the Company, your services will be terminated by the Company and you will be liable to be sued for damages.

(d) The Company reserves the right to terminate your employment at any time without notice if you are found guilty of absence from duty without prior intimation and / or permission for seven days or more, insubordination, non-performance, low productivity, disclosing confidential data or information pertaining to the Company, bonafide loss of confidence, misappropriation of Company's funds, causing damage to the property of the Company, non-compliance of Company rules & regulations besides omission / commission of any act on your part which may be prejudicial to the interest of the Company.

(e) Whilst in the services of the Company, you will not undertake or concern yourself directly or indirectly with any other duties or outside work, either part time or full time, with or without monetary gains, without the express written permission of the Management. If you are found guilty of such misconduct, your services can be terminated by the Company immediately without notice or payment in lieu of notice.

(f) Upon separation of your employment from the Company, you agree to deliver to the Company promptly all items which belong to the Company or which by their nature are for the use of the Company employees only, including, without limitation, all written and other materials which are of a secret / confidential nature relating to the business of the Company and /or its affiliates.

(g) Upon your separation from the services of the Company, you will not join or work in any capacity with the Company's competitors or Company / Firm in similar nature of business / trade for a period of one year. Any breach in this regard will be viewed seriously by the Company and you will be liable to be sued for damages.

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(h) Effective from the date of your resignation, you will not be eligible for any Variable Pay which the Company may declare and pay on or after the said date or any other variable pay-outs which the Company may have declared / agreed prior to the date of your resignation, although the same may be for the period when you were in the services of the Company. In the event of your service being terminated by the Company for whatsoever reasons, you will not be entitled to receive any Variable Pay-outs / Special pay-outs etc.

10. Work Timings & Working in Shifts:

You will be governed by the general rules & regulations of conduct, discipline, leave, holidays, hours of work that are prevailing in the Company at the time of joining or may be brought into force from time to time at the discretion of the Management and you will be required to abide by the same. You may be required to work in shifts and / or extended working hours as permitted by law. Our Organization follows a schedule of six days' working week.

11. Medical Fitness:

The appointment offered to you is subject to your being found medically fit by the Company's Medical Officer or a Medical Practitioner of Company's choice. The Management will have the right to get you examined / re-examined by the Company's Doctor or from any registered Medical Practitioner / Surgeon of Company's choice, whose finding shall be final and binding upon you. The Management reserves the right to terminate your employment if you fail to appear for Medical examination as called upon to do so by the Company or in the event if you are found to be medically unfit.

12. Submission of Educational Certificate / Marksheets:

If your appointment is made prior to the declaration of the final examination results for which you have already appeared, you are required to submit the documentary proof of having passed in the said examination immediately upon declaration of the results by the Board / University. In case you are found having failed in the said examination, your appointment shall be terminated immediately without notice or payment in lieu of notice.

13.Submission of External Work Experience Certificates / Letters:

In case you have worked prior to joining our Company, your external work experience will be calculated on the basis of documentary proof submitted by you at the time of appointment and its relevance to the position offered to you. Contractual assignment, temporary nature of work / assignment, internship, articleship, self-employment etc. are not being considered for the purpose of calculating the external work experience. The decision of the Management will be final and binding on the employee. Please note that you will not be permitted to make any amendment in your external experience upon confirmation of your services in the Company.

14. Submission of False Documents:

If at any time in future, the documents submitted by you pertaining to your date of birth, residence, family details, educational qualification and / or external work experience etc. are found to be false / incorrect, the Company reserves the right to terminate your appointment forthwith besides initiating necessary legal proceedings against you as per law.

15. Retirement:

All employees in management cadre shall retire on attaining the age of 58 years as fixed by the Company. For determination of age, the documentary evidence submitted by the employee at the time of joining and verified by the Company shall be treated as final and authentic and, no further updation on the same shall be taken cognizance of.

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16. Company Sponsored Training Program / Continuing Education Program / Overseas Assignment:

(a) During the course of your employment, if you are deputed for any training program and / or Continuing Education Program sponsored by the Company, you will be required to execute a bond with the Company and abide by the terms and conditions contained therein. If you are on an international assignment, you will be required to sign the applicable Overseas Deputation / International Assignment Agreement and abide by the terms and conditions contained therein.

(b) In case you have entered into any Service Agreement during your traineeship period in the Organization, then your services shall be bound by the terms and conditions as enumerated in the said Service Agreement over and above the terms and conditions of this Letter of Appointment.

17. Code of Ethics & Business Conduct:

(a) The Company has a policy on 'Code of Ethics & Business Conduct' and you are expected to read the same on The Company Website / Intranet. The Company prides itself as an Organization with highest order of ethical conduct in dealing with its customers, dealers, vendors, suppliers, subcontractors, staff or the like by whatever name called. As a part of your association with the Company, it is expected that you will fully understand this philosophy and the policies governing it. You shall maintain utmost discipline and good conduct in your dealing with your superiors, peers and subordinates, customers etc. The Company will not tolerate any objectionable behaviour including, however not limiting to, verbal abuse, sexual harassment, gender discrimination, misuse of Company's time / property, theft, accepting gifts / any gratifications, bribes or any such act by its employees. You shall, at all times, act diligently & honestly and in conformity with the ethical practices of the Company. You shall, at all time, be bound by the Code of Conduct as applicable, from time to time, to all employees.

(b) The Company has a policy on prevention of sexual harassment at workplace. Any form of sexual harassment as laid down by the Company in its policy, which is in consonance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, shall be treated as a misconduct by the Management.

(c) You are not authorized to represent the Company at any public forum, press meeting / conference, or publish articles in magazines / newspapers unless otherwise authorized by the Management to do so.

(d) You will, at all times, abide by the statutory and regulatory laws of the land and violation of any of these will attract strict disciplinary action, including termination of employment.

18. Confidentiality, Innovation & Proprietary Information:

(a) You shall not, either during the course of your employment with the Company or at any time thereafter, divulge, disclose or publish or make known or use for your personal benefits or for the benefits of any other person, Firm, Company or any Corporate Body or post on Social Media, any particulars or details of our designs, specifications, manufacturing processes of our products, innovations, toolings and machinery, technical know-how, administrative, organizational and / or financial matters of confidential nature which may be your privilege to know by virtue of being our employee. Any breach of the above conditions will render immediate termination of your services without notice, if in employment, and, also legal action, whilst in service or thereafter, in a Court of Law including any action for recovery of damages.

(b) You will disclose and assign to the Company as its exclusive property, all inventions and technical or business innovations developed and / or conceived by you solely or jointly with others during the period of your employment that are along the lines of the business, work or investigations of the Company or its affiliates to which your assignment relates (or) as to which you may receive information due to your development (or) that result from or are suggested by any assignment which you may do for the Company (or) that are otherwise made through the use of Company's time, facilities or materials.

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(c) You will execute all necessary papers and otherwise provide proper assistance (at the Company's expenses), during and subsequent to your employment to enable the Company to obtain for itself or its nominees, patents, copyrights, or other legal protection for such innovations or inventions in any and all countries. You will be required to make and maintain for the Company adequate and current written / electronic records of all such inventions and / or innovations.

(d) You will not use, publish or otherwise disclose, any secret or confidential information or data of the Company or of its Associates / Affiliates which the Company is obligated to maintain in confidence either during or subsequent to your employment in our Company.

(e) You will not disclose or utilize in your assignment / work with the Company any secret or confidential information of others (including any of your prior employment) or any inventions or innovations of your own which are not included within the scope of this clause.

(f) You will always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information which has been received from the Company or its clients / business associates as their Confidential Information including the business related to the Company which may be known to you or confided with you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purpose of this clause 'Confidential Information' means information about the Company's business including that of its clients / associates as received under any agreement or otherwise, which is not available to the general public and which may be learnt during the course of your employment. This includes, but not limited to, information relating to the Company, its customer lists, employment policies, personnel and information about the Company's products, processes, technology, manuals, drawing, designs, specifications and all papers, resumes, records and other documents, electronic gadgets containing Confidential Information.

(g) You agree to safeguard and not disclose any Confidential Information even after the cessation of your employment with the Company.

(h) You agree to defend, indemnify and hold the Company harmless from and against any and all claims, demands, damages, injuries, expenses, liabilities, suits and proceedings asserted or brought against the Company arising from or on account of your acts of omissions.

19. Updation of Personal Information:

Any change in marital status, residential address and / or acquisition of additional educational qualification should be intimated to the Corporate Personnel & Administration Department, through your Divisional Personnel Head, to enable us to keep the records up to date.

20. General:

(a) In case of an injury by an industrial accident including certain occupational diseases arising out of and during the course of employment, you will be entitled for compensation payable under the provisions of the Employee's Compensation Act 1923 and its subsequent amendments thereto. However, if an employee is covered under the provisions of ESI Act 1948, then, he / she will not be entitled to get the compensation under the provisions of Employee's Compensation Act.

(b) A woman employee will be covered under the provisions of the Maternity Benefit Act 1962 and its amendments thereto. The salient provisions of the said Act and the benefits are given in the Company's Policy Manual on Intranet and Leave Policy.

The Company reserves its right to add to, alter, amend or vary the foregoing terms and conditions as and when found necessary.

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Any dispute, differences or disagreement arising out of the terms and conditions of this Letter of Appointment may be referred to a Sole Arbitrator nominated by the Company under the provisions of Arbitration & Conciliation Act, 1996, whose decision shall be final and binding. The language of the Arbitration shall be English and the location of the same shall be Vikhroli, Mumbai. Any dispute, differences or disagreement arising out of this Letter of Appointment is subject to the Courts in Mumbai jurisdiction only.

You agree that any breach of the above clauses will give a legal cause of action to the Company and to any of its shareholders to enjoin any improper actions on your part and recover damages.

Please confirm on the attached copy that you accept employment on the terms and conditions stated in this Letter of Appointment and return the copy to us as a token of your acceptance.

We welcome you to our Organization and wish you a bright & prosperous career with us.

Yours truly,
For Godrej & Boyce Mfg. Co. Ltd.,



Harpreet Kaur
Senior Vice President & Head-
Corporate Personnel & Administration

I hereby confirm that I accept the terms and conditions as set out in this Letter of Appointment and agree to abide by the same.

Date: _____ Signature: _____

cc.: Divisional Personnel Head, Corporate Procurement Department
cc.: Corporate Human Resources Department, Plant 11

