

Date: April 30, 2020

Name: Mayank Awasthi

Employee Code: 18865

Location: India

Subject: Performance Appraisal 2019

Dear Mayank,

We would like to extend our gratitude for your valuable contribution to the company for the period ending March 2020.

We are glad to announce that you are promoted to **Lead - Technology**, effective April 1, 2020.

This designation change supersedes all the previous communication received by you on this subject.

The other terms and conditions of employment remain unchanged.

We wish you all the best for a rewarding and growing career with us and look forward to your accomplishments at Synechron.

With best wishes,



Faisal Husain
CEO

India - Pune Office

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Particulars	Amount Paid	GRN/Transaction Id	Date
Stamp Duty	Rs. 10/-	MH012653499201819E	02/03/2019
Stamp Duty	Rs. 323.10/-	MH012624061201819E	02/03/2019
Registration Fee	Rs. 500/-	MH012624061201819E	02/03/2019

LEAVE AND LICENSE AGREEMENT

This agreement is made and executed on 02/03/2019 at Wagholi

Between,

1) **Name:** Mr.Jain Salil , Age : About 33 Years, Occupation : Service, PAN : AIRPJ1800C Residing at: Building Name:Rakshak Nagar Phase 2, Block Sector:Kharadi, Road:Kharadi Bypass Road, Kharadi, Pune, Maharashtra, 411015

HEREINAFTER called 'the Licensors (which expression shall mean and include the Licensors above named and also his/her/their respective heirs, successors, assigns, executors and administrators)

AND

1) **Name:** Mr.Raghuwanshi Laxman , Age : About 28 Years, Occupation : Service Residing at: Block Sector:Basoda, Road:Bareth Road, Basoda, Vidisha, Madhya pradesh, 464221

2) **Name:** Mr.Awasthi Mayank , Age : About 27 Years, Occupation : Service Residing at: Building Name:537 B H A / 809, Block Sector:Bharat Nagar, Road:Sitapur Road, Bhitholi Khurd, Lucknow, Uttar pradesh, 226020

HEREINAFTER called 'the Licensees' (which expression shall mean and include only Licensees above named).

WHEREAS the Licensors is absolutely seized and possessed of and or otherwise well and sufficiently entitled to all that constructed portion being unit described in Schedule I hereunder written and are hereafter for the sake of brevity called or referred to as Licensed Premises and is/are desirous of giving the said premises on Leave and License basis under Section 24 of the Maharashtra Rent Control Act, 1999.

AND WHEREAS the Licensees herein are in need of temporary premises for Residential use has/have approached the Licensors with a request to allow the Licensees herein to use and occupy the said premises on Leave and License basis for a period of 11 Months commencing from 01/03/2019 and ending on 31/01/2020, on terms and subject to conditions hereafter appearing.

AND WHEREAS the Licensors have agreed to allow the Licensees herein to use and occupy the said Licensed premises for his aforesaid Residential purposes only, on Leave and License basis for above mentioned period, on terms and subject to conditions hereafter appearing;

NOW THEREFORE IT IS HEREBY AGREED TO, DECLARED AND RECORDED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:-



1) Period: That the Licensor hereby grants to the Licensees herein a revocable leave and license, to occupy the Licensed Premises, described in Schedule I hereunder written without creating any tenancy rights or any other rights, title and interest in favour of the Licensees for a period of 11 Months commencing from 01/03/2019 and ending on 31/01/2020

2) License Fee & Deposit: That the Licensees shall pay to the Licensor License fee at the rate of Rs. 11500(Eleven Thousand Five Hundred Only) per month towards the compensation and Rs. 34500(Thirty-Four Thousand Five Hundred Only) interest free refundable deposit, for the use of the said Licensed premises. The amount of monthly compensation License fee shall be payable within first five days of the concerned month of Leave and License.

3) Payment of Deposit: That the Licensees has paid / shall pay the above mentioned deposit/premium as mentioned above by Cash. Amount Rs.34500/- (Thirty-Four Thousand Five Hundred Only)

4) Maintenance Charges: That the Licensees herein shall bear and pay all the maintenance charges in respect of the said Licensed Premises, and other outgoings including all rates, taxes, levies, assessment, non occupancy charges, etc. in respect of the said premises shall be paid by the Licensor.

5) Electricity Charges: The licensee herein shall pay the electricity bills directly for energy consumed on the licensed premises and should submit original receipts to Licensor indicating that the electricity bills are paid.

6) Use: That the Licensed premises shall only be used by the Licensees for Residential purpose. The Licensees shall maintain the said premises in its existing condition and damage, if any, caused to the said premises, the same shall be repaired by the Licensees at its own cost subject to normal wear and tear. The Licensees shall not do anything in the said premises which is or is likely to cause a nuisance to the other occupants of the said building or to the prejudice in any manner to the rights of Licensor in respect of said premises or shall not do any unlawful activities prohibited by State or Central Government .

7) Alteration: That the Licensees shall not make or permit to do any alteration or addition to the construction or arrangements (internal or external) to the Licensed premises without previous consent in writing from the Licensor.

8) No Tenancy: That the Licensees shall not claim any tenancy right and shall not have any right to transfer, assign, and sublet or grant any license or sub-license in respect of the Licensed Premises or any part thereof and also shall not mortgage or raise any loan against the said premises.

9) Inspection: That, the Licensor shall on reasonable notice given by the Licensor to the Licensees shall have a right of access either by himself / herself / themselves or through authorized representative to enter, view and inspect the Licensed premises at reasonable intervals.



10) Cancellation: That, Subject to the condition of lock in period (if any), if the Licensees commit default in regular and punctual payments of monthly compensation as herein before mentioned or commit/s breach of any of the terms, covenants and conditions of this agreement or if any legislation prohibiting the Leave and License is imposed, the Licensor shall be entitled to revoke and / or cancel the License hereby granted, by giving notice in writing of one month and the Licensees too will have the right to vacate the said premises by giving a notice in writing of one month to the Licensor as mentioned earlier.

11) Possession: That the immediately at on the expiration or termination or cancellation of this agreement the Licensees shall vacate the said premises without delay with all his goods and belongings. In the event of the Licensees failing and / or neglecting to remove themselves and / or his articles from the said premises on expiry or sooner determination of this Agreement ,the Licensor shall be entitled to recover damages at the rate of double the daily amount of compensation per day and or alternatively the Licensor shall be entitled to remove the Licensees and his belongings from the Licensed premises, without recourse to the Court of Law.

12) Registration: This Agreement is to be registered and the expenditure of Stamp duty and registration fees and incidental charges, if any, shall be borne by the Licensee and Licensor equally .

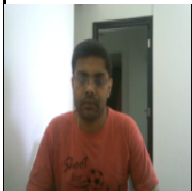

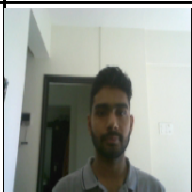

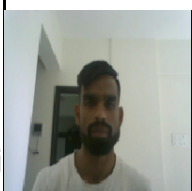



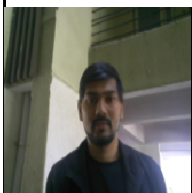

SCHEDULE I

(Being the correct description of premise Apartment/Flat which is the subject matter of these presents)

All that constructed portion being Residential unit bearing Apartment/Flat No. 1703, Built-up :760 Square Feet, situated on the 7 Floor of a Building known as 'Jade Residency' standing on the plot of land bearing GAT NUMBER :1405A, Road: Nagar Road, Location: Wagholi, of Village: Wagholi (avhalwadi) ,situated within the revenue limits of Tehsil Haveli and Dist Pune

IN WITNESS WHEREOF the parties hereto have set and subscribed their respective signatures by way of putting thumb impression electronic signature hereto in the presence of witness, who are identifying the executants, on the day, month and year first above written.



Name & Address	Photo	Thumb Image	Digitally signed
Licensor <u>Mr.Jain Salil</u> Address: Building Name:Rakshak Nagar Phase 2, Block Sector:Kharadi, Road:Kharadi Bypass Road, Kharadi, Pune, Maharashtra, 411015			Not Available
Licensees <u>Mr.Raghuwanshi Laxman</u> Address: Block Sector:Basoda, Road:Bareth Road, Basoda, Vidisha, Madhya pradesh, 464221			Not Available
Licensees <u>Mr.Awasthi Mayank</u> Address: Building Name:537 B H A / 809, Block Sector:Bharat Nagar, Road:Sitapur Road, Bhitholi Khurd, Lucknow, Uttar pradesh, 226020			Not Available
Witness of execution of all executants <u>Gawde Deepak</u> Address: Block Sector:Wagholi, Road:Nagar Road, Wagholi, Pune, Maharashtra, 412207			Not Required
Witness of execution of all executants <u>Bisen Sumit</u> Address: Building Name:Surekh Apartment, Block Sector:Kharadi, Road:Kharadi Road, Kharadi, Pune, Maharashtra, 411014			Not Required

Admission Of Execution / Identification

The following parties have admitted that they have executed the Agreement of Leave and Licenses & the identifierees have stated that they are well acquainting to the said parties.They have given their consent to, Department of Stamp and Registration,Maharashtra State to obtain their Aadhaar number, Name and fingerprint for authentication with UIDAI and their identity has been verified with the UIDAI.



Type of Party, Name & UID	Date & Time of Admission	Date ,Time of Verification with UIDAI	Information received from UIDAI(Name,Gender,Aadhaar No,Photo)	
Licensors Jain Salil	02/03/2019 03:45:01 PM	02/03/2019 03:45:20 PM	Salil Jain, Male, XXXX XXXX 2973	
Licensees Awasthi Mayank	02/03/2019 03:55:00 PM	02/03/2019 03:55:43 PM	Mayank Awasthi, Male, XXXX XXXX 2217	
Licensees Raghuwanshi Laxman	02/03/2019 03:56:26 PM	02/03/2019 03:57:01 PM	Laxman Singh Raghuwanshi, Male, XXXX XXXX 6542	
Identifier for all executants Bisen Sumit	04/03/2019 01:21:17 PM	04/03/2019 01:21:51 PM	Sumit Rajeshkumar Bisen, Male, XXXX XXXX 3287	
Identifier for all executants Gawde Deepak	02/03/2019 03:58:30 PM	02/03/2019 03:58:45 PM	Deepak Vishwanath Gawde, Male, XXXX XXXX 6013	

