

LEGAL NOTICE

**Through Speed Post with Acknowledgement / By Email**

Ref. No 1671809

Date: 27-03-2025

To,

Mr Ajay Kumar Jakhar  
S/O Suresh Kumar Jakhar,  
Paharsar, Jhunjhunu, Rajasthan 331027

**LEGAL NOTICE**

Under the instructions from and on behalf of my client **M/s. Appentus Technologies Pvt. Ltd**, a private limited company registered under the Companies Act, 2013 having its registered office at 319, Okay Plus Malviya Nagar Floor, F- 45, Industrial Area JAIPUR (Rajasthan), 302017. (Hereinafter referred to as "**my client**"). I do hereby serve you with the following legal notice.

1. That my Client **M/s. Appentus Technologies Pvt. Ltd**, a private limited company engaged in the business of software
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and mobile application development having full faith in the process of administration of justice by the court of law, established under the provisions of the Constitution of India.

2. That you, the addressee was a former employee in my client company. You joined my client company on 8<sup>th</sup> of Jan 2024 by agreeing and signing a valid Employment Agreement wherein you agreed to the various terms and conditions contained in that agreement.
3. That my client appointed you the addressee as a Software Developer (PHP Developer) and your annual package inclusive of all benefits was mutually decided between you the addressee and my client was Rs. 3 Lakhs per annum.
4. Additionally, as per the terms of the Agreement, you were duty-bound under Clause 12(a) (2) to provide my Client with a period of 60 Days of notice period towards the termination of your obligations as an employee and towards the termination of your employment as established under this Agreement.



5. That you were very well aware with the terms of the agreement and you had not complied the signed terms of the agreement.

6. That the Employer Employee relationship was going at its best till to the utter shock to my client you the addressee did not joined back the office after getting the salary credited for the month October even after the HR Department called, messaged and mailed you many times to join the office or to update the status of your joining but you did not gave any satisfactory answer and vacated the office of employment without any reason and without providing any Notice period or opportunity of being heard to my client.

7. That it is quite pertinent to mention here that you the addressee vacated my client's office without any intimation or any notice or without any reason.

8. That the said one sided rude act of you the addressee was quite shocking for my client as you the addressee did not even

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worked for 10 months and my client has to bear huge training and recruitment cost because of you the addressee un ethical behavior.

9. That my client contacted you several times and asked for the reason of such behavior but not a single time you replied with a valid reason and ultimately you left the office without fulfilling the terms of the agreement and because of which my client had to suffer huge loss in the project which was given to you to work on and to complete.

10. My Client states that you had neither informed my Client on your departure from the organization nor had you served the notice period as expressly specified in the Agreement. Further, my Client states that your role as a PHP Developer involved your exposure to Confidential Information including but not limited to Code Files which mainly were a part of the intellectual property of the client projects that you were assigned.



11.

Further, it is also brought to our notice that there was a clear failure on your end to submit and deliver detailed documentation on the last project you had been assigned to work on which is again a breach of your obligation under the terms of the Employment Agreement as you have failed to not only deliver and return the documentation but have also failed to undertake a thorough knowledge transfer session to your colleagues and the concerned project manager assigned.

12.

My Client additionally states that during your tenure at my Client's organization, you were in possession of a mobile device provided by my Client, however, you have failed to return the said device to my Client until the date of this notice.

13.

That because of you the addressee's unprofessional and unethical behavior my client had to suffer a loss of rupees four lakhs inclusive of the training cost and

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loss of business as a consequence of losing the project assigned to you the addressee.

14. Additionally, you have also undertaken to keep in your possession the Codes and the documentation that rightfully was the property of my Client for which my Client shall be entitled to file an FIR towards the Theft of my Client's property under Section 378 of the Indian Penal Code.

I, therefore, call upon you through this Notice, to make good the entire loss suffered by my client and all other software, hardware and confidential information access withheld by you under full and final settlement as per the terms of the Employment Agreement to my client along with interest @ 15 percent per annum on the above stated due amount till the date of actual payment, under intimation to me, within the period of 15 days, failing which my client has given clear instructions to me to file criminal as well as civil suit and Suit for Recovery in the competent court of law and in that

event you will be fully responsible for all costs, risks, responsibilities, expenses and consequences thereof. Please note well.

That you, the addressees are also being directed to pay an amount of Rs. 25,000/- to my Client towards the legal charges borne by our Client for issuance of this legal notice from this office.

A copy of this Notice has been preserved in my office for record and future course of action. Please deliver your reply and any future correspondence directly to my Client, at 319, Okay Plus Malviya Nagar Floor, F- 45, Industrial Area, Jaipur, Rajasthan — 302017, India.

You may also send a scanned copy of the same to me by email, to [advdaminisingh@gmail.com](mailto:advdaminisingh@gmail.com), using reference number 1671809 as the subject.

27 MAR 2025



Advocate  
Damini Singh