

## Memorandum of Understanding (MoU)

Between  
(HEALTHLEDGER DIAGNOSTICS PRIVATE LIMITED)  
and

SIES College of Management Studies/SIES School of Business Studies

Whereas ( HEALTHLEDGER DIAGNOSTICS PRIVATE LIMITED)

located at Address: Plot No-65, Rishi House, Hindustan Estate, Lane No-13, Near Joggers Park, Kalyani Nagar, Pune - 411014 is a company engaged in Human Health Care Services (Diagnostic).

and

Whereas SIES College of Management Studies (SIESCOMS)/SIES School of Business Studies (SIES SBS) located at Navi Mumbai is an education institute focused on providing quality management education, promoted by South Indian Education Society (SIES).

This MOU is entered into on the 25 Mar 2023, by and between Healthledger Diagnostics Private Limited and SIES College of Management Studies/SIES School of Business Studies.

### Objectives of the MoU:

- Shashvi Remedies OPC Pvt. Ltd and SIESCOMS/SIESSBS will work towards creating mutually beneficial relationship for building better brand building opportunities for Healthledger Diagnostics Private Limited.
- SIESCOMS/SIESSBS will lend consulting services to Healthledger Diagnostics Private Limited in the area of Market Research & customer satisfaction.
- The professional fees for the assignment will be INR 68000 (Excluding applicable taxes).
- 4 students of SIES Institute will be attached in the sponsored research project along with the faculty basis availability and academic calendar schedule.
- Apart from the above fees the company will bear the TA/DA for 4 students @Rs. 300/- per day for the purpose of survey.
- TDS will be deducted as per the government rules.

- Dr. Seema Laddha & Dr. Ira Kumar will be the faculty mentors for the project. They will be responsible for smooth and appropriate conduct of research work according to the need of organisation as per pre agreed terms & conditions

#### **Timeline**

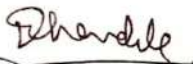

- The study will be completed within the duration of 2 months starting from 1<sup>st</sup> May 2023 till 30th June 2023

#### **Confidentiality**

- The purpose of the projects for students will be purely academic in nature and the students will not use any confidential information of the company for any other purpose.
- The students and faculty can publish the research in any journal of National or International repute with the consent of the sponsoring organisation.
- Students of SIES will be allowed to undertake short term visit to the company for learning purpose. The details of which can be mutually worked out.

This MoU will take effect from the date it is signed by both parties. It will remain valid for a period of 1 years. Either party may terminate the MOU by giving written notice to the other party three months in advance.

Signed by:

**Dr. Darshankumar Chandak**  
Director  
HEALTHLEDGER DIAGNOSTICS PRIVATE LIMITED



**Dr. Nitin Vazirani**  
Director  
SIES School of Business Studies

**Date: 25/03/2023**



3<sup>rd</sup> July 2018

To,  
Dr. Bigyan Verma, Director,  
SIES College of Management Studies,  
Nerul (East), Navi Mumbai

Dear Dr. Bigyan Verma,

Subject: Request from 'The Enablers' soliciting the support and services of Prof. Suniel Deshpande

'The Enablers' is an Ahmedabad based management consultancy firm in the area of pharmaceutical brand management and marketing. We offer consultancy services to pharma companies and often we requisition the services of experts.

As a part of one such project for Group Pharmaceuticals Ltd., Bangalore, 'The Enablers' would like to have the expertise of Prof. Suniel Deshpande as our "Marketing Advisor & Consultant". This would be for the period 1<sup>st</sup> July 2018 to 30<sup>th</sup> June 30th, 2019. This can be extended depending upon the requirement. 'The Enablers' may need his support for about five to six days in a month.

Prof. Suniel Deshpande's role in this advisory assignment will strengthen the marketing & sales functions for Group Pharmaceuticals to enable them to achieve the vision and objectives. In this advisory capacity, his responsibilities would include:

- Interaction with the senior management and organizational employees.
- Improve the efficiencies of marketing function.
- Suggesting marketing strategies and tactics for brands with emphasis on strategy execution.
- Suggest strategies for strengthening sales functions and increasing its efficiencies. This may entail interactions with the sales staff at different locations in India.
- Impart professional training to brand managers and the field staff.
- Guide the sales & marketing staff during conferences.
- Carry out perception studies of the customers of Group Pharmaceuticals, who are primarily dentists. For this he will have to personally interact with the Group Pharmaceuticals customers at various locations in the country.

For this, 'The Enablers' would pay Prof. Suniel Deshpande a professional fee of Rs. 3,60,000.00 (Rs. Three Lakhs Sixty Thousand) per annum.

We look forward to your positive response. Thanking you

Vivek Hattangadi  
Chief Mentor, 'The Enablers'

**PS: Payments towards Prof. Deshpandes's fees will be directly credited to SIESCOMS Account**

## Management Development Program

3<sup>rd</sup> September 2021

This is to certify that **Prof. Madhavi Dhole** has taken **Management Development Program (MDP)** for Financial Management subject with Addend Analytics employees.

This program was conducted in four sessions on weekends in August 2021, that is on 7<sup>th</sup>, 13<sup>th</sup>, 21<sup>st</sup> and 27<sup>th</sup> August respectively.

In this session various financial management concepts were taught to the employees, with relevant industrial examples.

We wish to continue this collaboration with SIES college in future.



Sincerely,

Kamal Sharma

Founder & Principal Consultant

Addend Analytics

**ADDEND ANALYTICS**

1205/1206 12<sup>th</sup> Floor, Landmark,  
Plot No. 26A, Sector No. 7,  
Kharghar, Navi Mumbai,  
Maharashtra, India

[www.addendanalytics.com](http://www.addendanalytics.com)

# mandiri

6th, October 2019

PT Bank Mandiri (Persero) Tbk.  
Plaza Mandiri  
Jl. Jend. Gatot Subroto Kav. 36-38  
Jakarta 12190, Indonesia  
Tel. (62-21) 526 5045, 526 5095  
Fax. (62-21) 527 4477, 527 5577  
www.bankmandiri.co.id

Prof Dr Nitin Vazirani  
Dean-HR-SIES College of Management Studies  
Navi Mumbai, INDIA

Dear Prof Dr Vazirani,

Subject: Consulting Assignment for Risk Directorate

Based on our Association with you in the past and your excellent work, we are happy to associate with you once again as a Research Coach Consultant for our Risk Directorate.

Our project will involve Benchmarking all the Risk Profiles for the senior leadership team (Group and Department Heads) and conducting Coaching workshops for each of these clusters. We would complete this work latest by 2nd week of December and will communicate the work details later.

We are looking forward to work with you again Prof Dr Vazirani, Welcome Aboard!

Thank you

PT BANK MANDIRI (PERSERO) Tbk.  
Human Capital Strategy & Talent Management Group



A handwritten signature in black ink.

Stefan Tupamahu  
Vice President

Elminda Sari  
Vice President

Perchance  
Please put this in the  
personal file of  
Dr. Nitin

A handwritten signature in black ink.  
4/11/19



10<sup>th</sup> Feb 2020

The Director

SIECOMS

Nerul

Dear Sir,

This is in context to the Project of Mandiri Bank -Benchmarking Risk Profiles through PRISM.I have received the Consultation fees for the work done from Jan 20<sup>th</sup> to Jan 24<sup>th</sup> 2020-5 days.

Attached herewith is a cheque of Rs 37,122-00

Total Number of Consulting days-5 days

Fees per day-USD 350 per day

Total amount received -350 USD x 71.32 USD(Rates received)x 5days= Rs 1, 24, 810

Minus(-) Transfer charges-15USDx71.32USD - Rs 1069

Balance Amount- -Rs 1, 23, 741

30% Amount paid to college- Rs 37, 122

Thanking You,

Regards

  
Dr Nitin Vazirani

Dean-HR



mandiri

December 11<sup>th</sup> 2019

HCT/TMD.680/2019

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Dear Prof Dr Nitin Vazirani

Subject: -Consulting assignment for Benchmarking Risk Profiles

We have the pleasure in appointing you as our PRISM Coach Consultant and working on the project of 'Benchmarking Risk Profiles' for all the group and department heads. We would be requiring your service for a period of 5 days in the month of December 2019 or January 2020. The team will communicate to you separately regarding the dates and the scope of work in details.

Kindly get the necessary approvals from your end and send us the confirmation so that we can do the visa formalities.

Date:-December 2019 or January 2020-for 5 days.

Time: 7.30am to 5.00pm

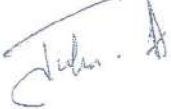
Scope of work:-Benchmarking the Risk profiles of L2 and L3 positions through PRISM.

Arrangements: Stay will be taken care, Travel Tickets (Economy Class-Upper limit 800USD).

Professional Fees: 350 USD per day.


We are looking forward to see you.

Your Truly



Julian Agustun  
Vice President-HC



CK  
  
15/12/20

M/C Page



Nerul, PBB Branch (0572)  
NEWBOMBAY-400706  
IFSC CODE: CORP0000572

यह लिखत जारी करने की तारीख से तीन महीने के लिए वैध है।  
The instrument is valid for three months from the date of issue

10022020  
D D M M Y Y Y Y

Pay SIES College of Management Studies

या धारक को Or Bearer

रुपये Rupees Thirty Seven thousand one hundred  
and Twenty Two only.

अदा करें ₹ 37,122=00

A/c. No. 520101005679830 A/c No. For NEFT/RTGS/ECS/DBT 520101005679830

NITIN GOPE VAZIRANI.  
GOPE P.VAZIRANI.  
Please sign above

22-Apr-19 390364 S ASAI (M) / CTS-2010

कार्पोरेशन बैंक की सभी शाखाओं में देय  
Payable at all branches of Corporation Bank

⑈ 770551⑈ 400017049⑈ 201904⑈ 10



Nomor : KPS.STM / 009 /2020  
Tanggal : 24 Januari 2020  
Lampiran : -

**To Dr Nitin Vazirani**  
**Dean of Human Resources of SIESCOMS**  
**SIES College of Management Studies**  
**New Mumbai, India**

**PT Bank Mandiri (Persero) Tbk.**  
Plaza Mandiri  
Jl. Jend. Gatot Subroto Kav. 36-38  
Jakarta 12190, Indonesia  
Tel. (62-21) 526 5045, 526 5095  
Fax. (62-21) 527 4477, 527 5577  
[www.bankmandiri.co.id](http://www.bankmandiri.co.id)

This is in reference to our association with you since January 2017 until January 2020 as PRISM Brain Mapping Coach. I must place on records your dedication and excellent coaching skills that has helped each and every coachee to develop its competencies. Your one to one coaching sessions with more than 300 senior employees in the last three years, has immensely benefited the bank to develop the core strengths.

We thank you for the effort put in by you for developing all your coachees. Our association with you in last three years

1. January 2017 to March 2018 : full time PRISM brain mapping coach
2. April 2018 to March 2019 : PRISM brain mapping coach consultant
3. October 2019 to January 2020 : October 2019 to January 2020: PRISM Coach Consultant and project on Risk Directorate Benchmarking Profiles

Thank you for your commitment and dedication. We are looking forward to working with you in the future.

**PT BANK MANDIRI (PERSERO) Tbk.**  
**Human Capital Strategy & Talent Management Group**



**Teszy Mira Ekakusuma**  
Vice President



**Elminda Sari**  
Vice President

Nomor : KPS.STM / 009 /2020  
Tanggal : 29 Januari 2020  
Lampiran : -

To Dr Nitin Vazirani  
Dean of Human Resources of SIESCOMS  
SIES College of Management Studies  
New Mumbai, India

**PT Bank Mandiri (Persero) Tbk.**  
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[www.bankmandiri.co.id](http://www.bankmandiri.co.id)

**Subject : Benchmarking Risk Profiles Completion**

Dear Dr Nitin,

This is in reference to the project on Benchmarking Risk profiles of Bank Mandiri to PRISM colour preference. I must place on records your efforts to complete the assignment well on time with excellent results. We are happy and pleased to see the final draft of the Benchmarking Reports prepared. Your accuracy and quality of work is well appreciated by all of us. We also need to thank your Director and your SIES management for allowing you to associate with us.

Thank you very much Dr Nitin.

Looking forward to working with you in the future.

**PT BANK MANDIRI (PERSERO) Tbk.**  
**Human Capital Strategy & Talent Management Group**



**Teszy Mira Ekakusuma**  
Vice President



**Elminda Sari**  
Vice President

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Thank you

PT BANK MANDIRI (PERSERO) Tbk.  
Human Capital Strategy & Talent Management Group



A handwritten signature in black ink.

Stefan Tupamahu  
Vice President

Elminda Sari  
Vice President

Perchance  
Please put this in the personal file of Dr. Nitin

A handwritten signature in black ink.  
4/11/19



10<sup>th</sup> Feb 2020

The Director

SIECOMS

Nerul

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30% Amount paid to college- Rs 37, 122

Thanking You,

Regards

  
Dr Nitin Vazirani

Dean-HR



mandiri

December 11<sup>th</sup> 2019

HCT/TMD.680/2019

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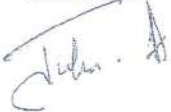
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Professional Fees: 350 USD per day.

We are looking forward to see you.

Your Truly



Julian Agustun  
Vice President-HC



CK  
[Signature]  
15/12/20

MTC Page



Nerul, PBB Branch (0572)  
NEWBOMBAY-400706  
IFSC CODE: CORP0000572

यह लिखत जारी करने की तारीख से तीन महीने के लिए वैध है।  
The instrument is valid for three months from the date of issue

10022020  
D D M M Y Y Y Y

Pay SIES College of Management Studies

या धारक को Or Bearer

रुपये Rupees Thirty Seven thousand one hundred  
and Twenty Two only.

अदा करें ₹ 37,122=00

A/c. No. 520101005679830 A/c No. For NEFT/RTGS/ECS/DBT 520101005679830

NITIN GOPE VAZIRANI.  
GOPE P.VAZIRANI.  
Please sign above

22-Apr-19 390364 S ASAI (M) / CTS-2010

कार्पोरेशन बैंक की सभी शाखाओं में देय  
Payable at all branches of Corporation Bank

⑈ 770551⑈ 400017049⑈ 201904⑈ 10



about:blank x Mail - Ira Kumar - Outlook x Fwd: Dear Amit - irakumar11 x Mail - Ira Kumar - Outlook x Who We Are | Sandoz x

mail.google.com/mail/u/0/?tab=wm#inbox/FMfcgwwGChFkVnqHKNhZ5hZwGfDDfQ

### Gmail

Search mail

Compose

- Inbox 8,498
- Starred
- Snoozed
- Important
- Sent
- Drafts 14
- Categories
- Social 492
- Updates 15,482
- Forums 914
- Promotions 1,226
- adit 1
- admissions
- Conversation History
- harsh
- home appliance
- imp 2
- imt
- irctc
- Ira +
- Anita Reddy Sent a message

**Fwd: Dear Amit,** Inbox x

**Nitin Vazirani** 10:50 AM (32 minutes ago) ☆ ↶ ⋮

----- Forwarded message -----  
From: Nitin Vazirani <[vazirani.nitin@gmail.com](mailto:vazirani.nitin@gmail.com)>  
Date: Tue, Apr 9, 2019 at 3:16 PM  
Subject: Fwd: Dear Amit  
To: Sharmila Mohapatra <[sharmila@siescoms.edu](mailto:sharmila@siescoms.edu)>, Suhast Tambo <[suhast@sies.edu.in](mailto:suhast@sies.edu.in)>

----- Forwarded message -----  
From: Nitin Vazirani <[vazirani.nitin@gmail.com](mailto:vazirani.nitin@gmail.com)>  
Date: Mon, 5 Nov 2018 at 2:13 PM  
Subject: Dear Amit  
To: Pare, Amit <[amit.nare@novartis.com](mailto:amit.nare@novartis.com)>  
Cc: suhas tambe <[suhastambe@hotmail.com](mailto:suhastambe@hotmail.com)>, Sharmila Mohapatra <[sharmila@siescoms.edu](mailto:sharmila@siescoms.edu)>, Bigyan Verma <[bigyanv@sies.edu.in](mailto:bigyanv@sies.edu.in)>

Greetings,

As per our discussion I am sending the final detail proposal of the Project.

As discussed I have added the travelling costs.

Boarding arrangements for 3 faculty members have to be made.

we will discuss the dates of the visit and complete the project by 24th December 2018.

regards

Dr Nitin Vazirani  
Dean-HR

Novartis Proposal...pdf Show all

11:00AM 02-01-2020



Nitin Vazirani &lt;vazirani.nitin@gmail.com&gt;

## Instructions to participants

6 messages

Nitin Vazirani <vazirani.nitin@gmail.com>  
To: "Kamat, Arun" <Arun.kamat@novartis.com>

Sun, Feb 3, 2019 at 12:36 PM

Dear Participants  
Greetings

Let me introduce my self to you  
Am Dr Nitin Vazirani -certified Practioner and coach in PRISM-Brain mapping.

PRISM is based on Neuro science and a scientific tool to understand your brain preference .

It's used by different organisations to develop people , especially top leaders.

We will be giving you a link to administer thE PRISM tool.

Please note that your entire report will be kept confidential and won't be shared with anyone except you !

It is purely a development tool so the data is for self development and note for evaluation.

I will share the report personally to each one of you on the day of the leadership programme

### Steps

- 1 please open the link when it is sent to you
- 2 please be 100 percent honest while filling the report
- 3 Be totally relaxed and don't think too much
- 4 your first answer is the right answer
- 5 please do not change your answer unless you are keen on that
- 6 It will take not more than 20 minutes to fill the questionnaire
- 7 Incase you are having any issue please mail me or whatsapp me for any assistance .I will be there to assist you
- 8 Don't think about the results , it will not categorise you or label you
- 9 PRISM is not a psychometric test!!!
- 10 Best wishes

Regards  
Dr Nitin Vazirani  
Dean -HR  
SIESCOMS  
9819364846  
Vazirani.nitin@gmail.com

Kamat, Arun <arun.kamat@novartis.com>  
To: Nitin Vazirani <vazirani.nitin@gmail.com>

Mon, Feb 4, 2019 at 6:18 PM

Dear Dr. Vazirani,

We are sharing the participants list for Brain Mapping exercise.

Kindly let me know when you would send them a link .





Nitin Vazirani &lt;vazirani.nitin@gmail.com&gt;

---

**Lecture & Learning Exercise on Competency Evaluation for Site Leadership**

---

Nitin Vazirani &lt;vazirani.nitin@gmail.com&gt;

Tue, Dec 18, 2018 at 3:18 PM

To: "Pare, Amit" &lt;amit.pare@novartis.com&gt;

Cc: Bigyan Verma &lt;bigyanv@sies.edu.in&gt;, "Kamat, Arun" &lt;arun.kamat@novartis.com&gt;

Dear Amit,  
Greetings

As per our discussion the cost of the PRISM PROGRAMME will be as under.

Cost of PRISM Actual-Rs 3500 per participant 18 =Rs 63000

Cost of training -Rs 10000 for two hours.

Travelling cost overnight will be on actual

Lodging and Boarding will be provided by the organisation.

regards  
Dr Nitin Vazirani

[Quoted text hidden]



2/27/2021

Gmail - Sandoz PO:7751757565 VN:9091108050

**Nitin Vazirani** <vazirani.nitin@gmail.com>  
Draft To: Mohanan KV <Mohan.KV@olonindia.com>

Sat, May 18, 2019 at 11:35 PM

----- Forwarded message -----

From: Nitin Vazirani <vazirani.nitin@gmail.com>  
Date: Fri, 22 Mar 2019 at 11:12 AM  
Subject: Re: Sandoz PO:7751757565 VN:9091108050  
[Quoted text hidden]  
[Quoted text hidden]

**Nitin Vazirani** <vazirani.nitin@gmail.com>  
To: Mohanan KV <Mohan.KV@olonindia.com>  
Cc: Kamat Arun <arun.kamat@olonindia.com>

Sat, May 18, 2019 at 11:38 PM

Dear Mohanan

Please check the details in my invoice

I just want the copy where the amount is credited in the right account only as per the invoice( that is what the bank is asking )

Please help

Nitin

----- Forwarded message -----

From: Nitin Vazirani <vazirani.nitin@gmail.com>  
Date: Fri, 22 Mar 2019 at 11:12 AM  
Subject: Re: Sandoz PO:7751757565 VN:9091108050  
To: <c9.purchaseorderconfirmation-P@novartis.com>  
Cc: <india.sourcing@novartis.com>, KV, Mohan <mohan.kv@novartis.com>

[Quoted text hidden]

**Nitin Vazirani** <vazirani.nitin@gmail.com>  
To: shinde.shireesh@olonindia.com

Tue, May 21, 2019 at 3:41 PM

Dear Shireesh  
Greetings

Please find attached the mail that has the details of the invoice.

According to Mr Mohanan, payment has been made, but my bank has not received the payment yet

need your help.

regards

[Quoted text hidden]



2/27/2021

Gmail - Sandoz PO:7751757565 VN:9091108050

AM

p@novartis.com>  
To: vazirani.nitin@gmail.com

Dear Vendor

You have sent a email to a Sandoz Emailbox which is dedicated to process purchase order confirmations of vendors. Thank you for sending a confirmation to Sandoz Purchasing. Unfortunately the system was not able to process your confirmation.

This could have the root cause either in our system or in an email header which our system can not read. Please make sure to the following format in order to automatically process your confirmation:

AW: PO:<Sandoz Purchase Order Number> VN:<Your Sandoz Vendor Code> ok.

In case this problem reappears please contact your local purchasing contact to solve this problem.

We are sorry for any inconvenience caused.

Best regards,  
Sandoz Purchasing

Re: Sandoz PO:7751757565 VN:9091108050;OK code Incorrect

---

, Mohan <mohan.kv@novartis.com>  
To: Nitin Vazirani <vazirani.nitin@gmail.com>  
Cc: "Kamat, Arun" <arun.kamat@novartis.com>

Fri, Mar 22, 2019 at 11:25 AM

Dear Dr. Nitin Vazirani,

Please send the ORIGINAL INVOICE to Mahad on priority.

Finance Department will release the payment based on original invoice only.

Regards

Mohan K V

Manager HR & Administration

Chemical Operations

Sandoz Private Limited

Plot No. L-1

Additional M.I.D.C. Area

Mahad, Dist. Raigad

India – 402301

Mobile: + 91 9604050450

Landline : +91 2145 661302

Email: mohan.kv@novartis.com



**SANDOZ** A Novartis  
Division



Nitini Vazirani &lt;vazirani.nitin@gmail.com&gt;

**Sandoz PO:7751757565 VN:9091108050**

9 messages

c9.purchaseorderconfirmation-P@nova <c9.purchaseorderconfirmation-P@novartis.com> Tue, Feb 19, 2019 at 10:46 AM  
To: vazirani.nitin@gmail.com  
Cc: india.sourcing@novartis.com, mohan.kv@novartis.com

Dear Vendor,

Please find attached our Purchase Order.  
We request your confirmation of this Purchase Order.

Please only return this email only if you can fulfil this Purchase Order as requested.

To confirm that you can supply the quantities and meet the delivery dates requested in this Purchase Order please type ", OK" [comma space OK] at the end of the header line of this email and return it to the address above.

For example:

The mail header you receive will look like this :

[Sandoz PO:9910XXXXXX, VN:000030XXX]

To confirm this order correctly your return email header should be: [RE: PO:9910XXXXXX VN:00030XXXX, OK]

Caution: This confirmation process is sensitive to the correct format of ", OK" and any variation from this will fail to confirm the order.

If the full quantity cannot be supplied, if you cannot meet the requested delivery dates or you have any queries, please contact the purchaser responsible. Contact details can be found on the attached Purchase Order.

 order\_7751757565.PDF  
166K

Nitini Vazirani &lt;vazirani.nitin@gmail.com&gt;

Fri, Mar 22, 2019 at 11:12 AM

To: c9.purchaseorderconfirmation-P@novartis.com

Cc: india.sourcing@novartis.com, "KV, Mohan" &lt;mohan.kv@novartis.com&gt;

Dear Sir

Please find attached my Bill Invoice

Do let me know if its ok.

regards

Dr Nitini Vazirani

 scan0001.tif

[Quoted text hidden]



c9.purchaseorderconfirmation-p@novartis.com &lt;c9.purchaseorderconfirmation-

Fri, Mar 22, 2019 at 11:11

2/27/2021

Gmail - Sandoz PO:7751757565 VN:9091108050

**From:** Nitin Vazirani <vazirani.nitin@gmail.com>  
**Sent:** Friday, March 22, 2019 11:13 AM  
**To:** purchaseorderconfirmation-p, c9 (Gen) <c9.purchaseorderconfirmation-p@novartis.com>  
**Cc:** sourcing, india (Gen) <india.sourcing@novartis.com>; KV, Mohan <mohan.kv@novartis.com>  
**Subject:** Re: Sandoz PO:7751757565 VN:9091108050

Dear Sir

Please find attached my Bill Invoice

Do let me know if its ok.

regards

Dr Nitin Vazirani

[Quoted text hidden]

---

**Nitin Vazirani** <vazirani.nitin@gmail.com>  
**To:** "KV, Mohan" <mohan.kv@novartis.com>  
**Cc:** "Kamat, Arun" <arun.kamat@novartis.com>

Fri, Mar 22, 2019 at 12:10 PM

Dear Sir,  
Greetings

will courier it right away.

Kamat sir I have three links which have to be given to the person whom you suggest.

regards  
Nitin  
[Quoted text hidden]

---

**Nitin Vazirani** <vazirani.nitin@gmail.com>  
**To:** Kamat Arun <arun.kamat@olonindia.com>

Thu, Apr 25, 2019 at 5:34 PM

Dear sir

Please find the trailing mail

I have sent the original copy also by courier as requested long back  
I have to make the payment to PRISM people for the links bought

Kindly requesting you do the needful and let me know

Regards  
Nitin  
[Quoted text hidden]



1/27/2021

Gmail - Instructions to participants

Regards

Arun Kamat

[Quoted text hidden]

 **Book1.xlsx**  
13K

---

**Nitin Vazirani** <vazirani.nitin@gmail.com>  
To: "Kamat, Arun" <arun.kamat@novartis.com>

Mon, Feb 4, 2019 at 7:48 PM

Dear Mr Arun

Will send the links once you have sent the mails to them

Will give them last date of 16th Feb 2019

Regards

Nitin

[Quoted text hidden]

---

**Nitin Vazirani** <vazirani.nitin@gmail.com>  
To: "Kamat, Arun" <arun.kamat@novartis.com>

Tue, Feb 5, 2019 at 12:18 PM

Dear Mr Arun,  
Do let me know when should I start sending the links to the participants.

Also the email ids shared are in caps?

regards

Nitin

[Quoted text hidden]

---

**Nitin Vazirani** <vazirani.nitin@gmail.com>  
To: "Kamat, Arun" <arun.kamat@novartis.com>

Tue, Feb 5, 2019 at 11:28 PM

Dear Mr Arun,  
Greetings

I had bought 18 links from company initially.

Have given the order of other links, however have sent to 23 people.

Yours and Amit's I will send it later with other peoples details, once I get in next two three days.

regards

Dr NITIN

[Quoted text hidden]

---

**Nitin Vazirani** <vazirani.nitin@gmail.com>  
To: Nitin Vazirani <vazirani.nitin@gmail.com>

[Quoted text hidden]



Sun, Dec 8, 2019 at 2:31 PM

**PURCHASE ORDER****PO No. : 7751717146**  
SC No. : 13315250

Date: 23.11.2018

<b>Invoice Address :</b> <b>Sandoz Private Limited</b> TechOps Kalwe MIDC , Plot No. 8-A/2,8-B, TTC Ind. Area, Kalwe Block,Village Dhighe, Navi Mumbai - 400708, Maharashtra GSTIN : 27AAACS9287J1ZU CIN - U24230MH1995PTC088989 <b>Contact for - PO related queries</b> IN: Rajashree S/022 24958364 Fax no.: Email:rajashree.salunkhe@novartis.com <b>Contact for - Payment /TDS/ Any deduction queries</b> vendor.helpdesk@sandoz.com Tel :- 022-67935903	<b>Delivery Address / Consignee :</b> IN04 SANDOZ PVT. LTD. C/O API Mahad, Sandoz Private Limited L-1, Additional Phase Dist: Raigad - 402301 India Maharashtra , GSTIN : 27AAACS9287J1ZU
	<b>Payment Terms:</b> <b>60 days due net</b> <b>Delivery Terms:</b>

<b>Supplier Code/Address : 9091107992</b> THE SOUTH INDIAN EDUCATION SOCIETY DEPT: ADMINISTRATION ADMINISTRATION NERUL SIESCOMS SECTOR V THANE NAVI MUMBAI 400708 Maharashtra India GSTIN : 27AAAAAS062R1ZV	<b>Requester/Receiver:</b> Mohan Nair mohan.kv@novartis.com
--	---

**MOST IMPORTANT**

Kindly confirm acceptance of this order with your shipment/delivery schedule. The material/services specified in this purchase order is subject to general terms and conditions printed on the last two pages of this order, which are in addition to instructions and specification given in this document. Please quote this purchase order number and date in all your correspondence dispatch documents and invoices

Sr. No.	Material	HSN/SAC	UOM	Quantity	Del.Date	Rate INR	Value INR
00010			EA	1	31.12.2019	311.000,00	311.000,00
	<b>Professional Fees</b>						
	DesigningCompetencyFrameworkfor13TechnicalPositions						
		IN: Central GST		%		9,00	27.990,00
		IN: State GST		%		9,00	27.990,00
	Material Group : Train.&Development						
<b>Total value all inclusive</b>						<b>INR</b>	<b>366.980,00</b>

**Terms & Conditions**

Quotation dt: Mumbai 1st August, 2018.

Indenter: KV Mohan.

**TERMS OF DELIVERY:**

THE PRICES ARE INCLUSIVE OF PACKING AND FORWARDING, TRANSIT INSURANCE AND TRANSPORTATION. IT WILL BE YOUR RESPONSIBILITY TO DOOR DELIVER THE MATERIAL TO OUR SITE.

\*FOR GOODS RELATED PO, ORIGINAL TAX /EXCISE/COMMERCIAL INVOICE SHOULD MANDATORILY ACCOMPANY THE MATERIAL AND BE ADDRESSED TO MR VIDHY

ADHAR BHUSKUTE OR ELSE, MATERIAL WILL NOT BE ACCEPTED AT SITE.

FOR SERVICE RELATED PO, PLEASE FORWARD THE TAX INVOICE TO THE REQUESTOR OF THE SERVICES.\*

Note: \*Please deliver Invoices only to Finance Service Center, Sandoz Private Limited, Plot No. 8A/2 & 8B, T.T.C. Industrial Area,

Kalwe Block, Village Dighe, Navi Mumbai - 400 708 India. Invoices to clearly state Sandoz Purchase Order Number without which the i

nvoice will be rejected"

Regd. Office: MIDC Plot No. 8-A/2, 8-B, T.T.C. Industrial Area, Kalwe Block, Village Digha, Navi Mumbai, 400708, Maharashtra, India

Novartis gives preference to Third Parties who share Novartis' societal and environmental values, as set forth in the Novartis Policy on Corporate Citizenship, Guideline #5. Third Party Code:

[http://www.novartis.com/downloads/Novartis\\_tp\\_code.pdf](http://www.novartis.com/downloads/Novartis_tp_code.pdf)

Page : 1 / 7

about:blank | Mail - Ira Kumar - Outlook | Fwd: Dear Amit, - irakumar1 | Mail - Ira Kumar - Outlook | Who We Are | Sendos

mail.google.com/mail/u/0/?tab=wm#inbox/FMfcgywGCBfRkWinqHKnhZShfZWgFDDfq

### Gmail

Search mail

Compose

Inbox 8,498

- Starred
- Snoozed
- Important
- Sent
- Drafts 14
- Categories
- Social 492
- Updates 15,482
- Forums 914
- Promotions 1,226
- adit 1
- admissions
- Conversation History
- harsh
- home appliance
- imp 2
- imt
- lrctc
- Ira - +
- Anita Reddy Sent a message

5 of 18,719

#### Fwd: Dear Amit, inbox x

Nitin Vazirani to me 10:50 AM (32 minutes ago)

----- Forwarded message -----  
From: Nitin Vazirani <vazirani.nitin@gmail.com>  
Date: Tue, Apr 9, 2019 at 3:16 PM  
Subject: Fwd: Dear Amit.  
To: Sharmila Mohapatra <sharmila@siescoms.edu>, Suhas Tambe <suhas@sies.edu.in>

----- Forwarded message -----  
From: Nitin Vazirani <vazirani.nitin@gmail.com>  
Date: Mon, 5 Nov 2018 at 2:13 PM  
Subject: Dear Amit.  
To: Para, Amit <amit.para@novartis.com>  
Cc: suhas tambe <suhasambe@hotmail.com>, Sharmila Mohapatra <sharmila@siescoms.edu>, Bigyan Verma <bigyanv@sies.edu.in>

Greetings

As per our discussion I am sending the final detail proposal of the Project.

As discussed I have added the travelling costs.

Boarding arrangements for 3 faculty members have to be made.

we will discuss the dates of the visit and complete the project by 24th December 2018

regards

Dr Nitin Vazirani  
Dean-HR

Novartis Proposal...pdf

Show all

11:22 AM 02-01-2020

# SOUJANYA



## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter referred to as MOU) is made and executed on 8<sup>th</sup> day of February 2022 between SIES School of Business Studies, Nerul having address Sri Chandrasekarendra Saraswati Vidyapuram, Plot I-C, Sector 5, Nerul, Navi Mumbai, Maharashtra – 400706, hereinafter referred to as “Business Associate” and Soujanya Color Pvt. Ltd., a company incorporated under the provisions of the Companies Act, 1956 having its corporate office at C-35/36, TTC Industrial Area, MIDC, Pawane, Navi Mumbai, India – 400705, hereinafter referred to as “Company”.

### **SCOPE OF MOU:**

This MOU serves the purpose of outlining the arrangement between the Business Associate and the Company, where the Business Associate shall deliver the subject matter within the time frame prescribed below and also sets out the general terms and conditions agreed upon between the parties to the said arrangement.

### **SUBJECT MATTER AND DELIVERABLES OF THE PROJECT:**

The Business Associate shall deploy a team of its students under the supervision of a faculty, each for facilitating the project on following subject matter -

1. Market research for a pharma API
2. Market research for an agrochemical

The teams of Business Associate shall start working on the subject matter from 1<sup>st</sup> day of February 2022 and maintain strict Non-Disclosure & Confidentiality with respect to the same. The Company expects the Business Associate to provide weekly status update reports via email ([jashan@soujanya.com](mailto:jashan@soujanya.com)) and fortnightly status update report via call with the Director of the Company, Mr. Jashan Bhumkar. The timeline for the project shall be 6 - 8 weeks and may be extended as per the mutual understanding of both the parties. The final deliverables shall be in a formal project report format as agreed between the both the parties. The final deliverables will be the sole property of the company and the business associate and any of its team members/affiliates shall not have any rights to use or distribute the same except for the academic purpose. The information contained in the project report which is of confidential nature shall be mask by the business associate in the copies been retained by them for academic purposes.

A handwritten signature in blue ink, appearing to read 'Pooja', is written over a horizontal line.

A handwritten signature in blue ink, appearing to read 'Jashan', is written over a horizontal line.

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter referred to as MOU) is made and executed on 8<sup>th</sup> day of February 2022 between SIES School of Business Studies, Nerul having address Sri Chandrasekarendra Saraswati Vidyapuram, Plot I-C, Sector 5, Nerul, Navi Mumbai, Maharashtra – 400706, hereinafter referred to as “Business Associate” and Soujanya Color Pvt. Ltd., a company incorporated under the provisions of the Companies Act, 1956 having its corporate office at C-35/36, TTC Industrial Area, MIDC, Pawane, Navi Mumbai, India – 400705, hereinafter referred to as “Company”.

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1. Market research for a pharma API
2. Market research for an agrochemical

The teams of Business Associate shall start working on the subject matter from 1<sup>st</sup> day of February 2022 and maintain strict Non-Disclosure & Confidentiality with respect to the same. The Company expects the Business Associate to provide weekly status update reports via email ([jashan@soujanya.com](mailto:jashan@soujanya.com)) and fortnightly status update report via call with the Director of the Company, Mr. Jashan Bhumkar. The timeline for the project shall be 6 - 8 weeks and may be extended as per the mutual understanding of both the parties. The final deliverables shall be in a formal project report format as agreed between the both the parties. The final deliverables will be the sole property of the company and the business associate and any of its team members/affiliates shall not have any rights to use or distribute the same except for the academic purpose. The information contained in the project report which is of confidential nature shall be mask by the business associate in the copies been retained by them for academic purposes.

#### JURISDICTION:

In case of any dispute arising in respect of the MOU, the settlement shall be done through arbitration within Mumbai jurisdiction.

#### REMUNERATION:

The company shall pay a fixed sum of Rs. 30000 to the Business Associate in relation to each project. This sum, as understood and accepted, shall be appropriated towards the cost of meeting expenditure incurred for the project including but not limited to the emoluments of all the human resources involved in undertaking the same, cost of any other resource involved in execution as well as any out-of-pocket expenditure incurred in tour, travel etc.

The remuneration as discussed above shall be payable 50% after completion of one month and balance 50% upon submission and acceptance of the final project report.

#### TAXATION:

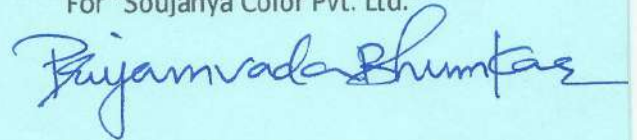
Both the Business Associate and the Company shall be eligible to levy / deduct the direct / indirect taxes applicable to the transaction and provide the necessary information / documents apart from complying to the applicable laws to the other party for claiming the benefits of same.

For "the Business Associate"





Mr. Suhas Tambe (Director)  
on behalf of  
SIES School of Business Studies

For "Soujanya Color Pvt. Ltd."



Priyamvada Bhumkar (Director)

Witness:

1. Gaurav Kani 
2. Manjiri Khedekar 

Date: 27<sup>th</sup> April 2018

Place: Mumbai

To:

Ms. Sharmila Mohapatra

Address:  
1503, A Wing Harbour View  
Jawahar Nagar CHSL  
Plot No.49/3, Sector-19  
Nerul, Navi Mumbai,  
Thane, 400706  
Maharashtra- India

We are pleased to invite you to be a member of the Internal Complaints Committee (Prevention of Sexual Harassment committee) that is required to be constituted under the provisions of "The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013" by virtue of your role of being a member of the NGO/Advocate and look forward to your contributions to our organisation in the prevention of sexual harassment at the workplace.

Though the term of the Internal Complaints Committee is three years, the offer of membership of the Internal Complaints Committee (Prevention of Sexual Harassment committee) is only for a period of one year and will have to be renewed in writing, failing which the membership will cease on expiry of the one year period. During the period of one year, either party can terminate the membership by giving one month's notice.

Considering the sensitivities of the cases that will be brought to your attention, we will require you to also sign a confidentiality and non-disclosure clause, that is standard in our interactions with all employees, vendors and associates. We look forward to your contributions as a valuable outside resource to the organisation.

The terms and conditions of the appointment as a member of the Internal Complaints Committee (Prevention of Sexual Harassment committee) are outlined in the attachment (Annexure 1) and we request you to sign a duplicate copy of this letter and the attachments as a token of your acceptance of the same. Please note that we will not confer any benefits as applicable to our employees.

We look forward to a mutually beneficial relationship with you.

Yours sincerely,



**Mr. N Jambunathan (CEO)**  
Authorized Signatory

**C-Edge Technologies Ltd.**

9th Floor, A-Wing, Lodha i-Think Techno Campus, Pokharan Road No.2,  
Off. Eastern Express Highway, Thane (West) - 400 607

**Annexure 1**

Pursuant to the Section 4 of The Sexual Harassment of Women at work place (Prevention, Prohibition and Redressal) Act, 2013 (hereinafter referred to as the "Act") every employer of a work place has to constitute an Internal Complaints Committee to receive and inquire into the complaints of sexual harassment at the work place.

In exercise of the powers granted under the Act the employer C-Edge Technologies Limited is hereby pleased to nominate you as a member of the Internal Complaints Committee under Section 4(2)(c) of the Act.

Your appointment by nomination is subject to the following terms and conditions:

1. As a member of the Internal Complaints committee (Prevention of Sexual Harassment committee), you will be responsible for the following. These responsibilities given below are only illustrative and not exhaustive.

- Conduct Enquiry and handle the proceedings of the enquiry, along with other members of the Internal Complaints Committee (Prevention of Sexual Harassment committee) and ensure that all procedural aspects of legal formality prescribed by the law are observed.
- Assisting the Internal Complaint Committee (Prevention of Sexual Harassment committee) in the preparation of an Annual Report as stated under the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal ) Act 2013
- Periodically revising the procedural aspects of the enquiry proceedings in light of changes in the needs of the organization, or changes in the law, policies and procedures or rules framed by the central/state government from time to time.
- Assist in responding to government investigations and queries if any, pertaining to sexual harassment cases in the Company.

2. Confidentiality. You agree that maintaining of strict confidence of all the data and information submitted to you or collected by you by virtue of your nomination under the Act is utmost important and the same shall be maintained by you. And you shall not disclose any of the above said information without the prior written consent of C-EDGE. And during discharge of your role as member of the Internal Complaints Committee (Prevention of Sexual Harassment committee) you shall strictly abide by the mandate given under Section 16 of the Act. This confidentiality obligation shall be in perpetuity and survive the termination or expiration of your nomination.

3. Considering the sensibilities and sensitivities involved, we would like your expertise to ensure that employees of C-EDGE (complainants and respondents and their witnesses) are treated with due respect, dignity and the proceedings conducted in a cordial and decent manner adhering to the guidelines in general or location specific, if any of the company in this regard.

**C-Edge Technologies Ltd.**

9th Floor, A-Wing, Lodha i-Think Techno Campus, Pokharan Road No.2,  
Off. Eastern Express Highway, Thane (West) - 400 607





A TCS - SBI Enterprise

4. You agree that this appointment by nomination is not any offer of permanent or temporary employment in C-EDGE and does not create any actual or apparent agency, partnership, franchise, or relationship of employer and employee or of any similar sort between you and C-EDGE.
5. Further, You shall not be eligible or entitled to any of the C-EDGE's provided benefits for its Employees, including without limitation Provident Fund, Gratuity, any health or retirement plans. You shall not be entitled to any remuneration, benefits, or expenses provided by C-EDGE to its Employees.
6. i) As mandated under the Rule 3 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013, you will be paid as a Member of the Internal Complaints Committee (Prevention of Sexual Harassment committee) an allowance of Rs. 5,000/- (Rs. Five Thousand only) per visit to C-Edge office and an allowance of Rs 10,000/- (Rs. Ten Thousand only) per case proceeding handled till the final Award is passed. [It is to clarify that an amount of Rs. 10,000/- is the only amount to be paid by C-Edge per proceeding]  
  
ii) The above allowance will be inclusive of all expenses, service tax or any other applicable tax, present or in future. All undisputed bills shall be due and payable within a period of Ninety (90) days from the date of submission of the bill. All payments shall be subject to withholding tax or tax to be deducted at source under the applicable laws. Any variations in the above shall be upon mutual written consent of both parties. Payment will be made to your A/C No 520101005671708 by way of cheque/Electronic online deposit etc.
7. Tenure of nomination: This appointment by nomination is initially for a period of One(1) year commencing from Dt. 01st April 2018 to 31<sup>st</sup> March 2018. This nomination may be renewed for further period at the sole discretion of C-EDGE.
8. Termination: During the period of membership, either party can terminate the membership by giving one month's notice. Upon termination or expiry of this nomination, you shall return back to C-EDGE any and all materials and copies of it (as they then exist) either provided by the C-EDGE or collected by you in connection with the proceedings under the Act by virtue of this nomination.
9. In no event shall C-EDGE be liable for any lost profits or direct, indirect, consequential, incidental or special damages or losses arising pursuant to this nomination and C-EDGE's liability shall be limited only to the payment of the allowance and travel conveyance as stated above which are unpaid and due to you as of the date the liability arose.
10. Conflict of Interest: You should immediately notify the Company of any possible conflict of interest for you to continue as a member of Internal Complaints Committee (Prevention of Sexual Harassment committee).

**C-Edge Technologies Ltd.**

9th Floor, A-Wing, Lodha i-Think Techno Campus, Pokharan Road No.2,  
Off Eastern Express Highway, Thane (West) - 400 607



A TCS - SBI Enterprise

11. This appointment by nomination is under the provisions of the Act and shall be governed by laws of India.

12. The Proceedings under the Act may be conducted at any of the below mentioned work locations of C-EDGE at <C-EDGE -Thane> at the discretion of C-EDGE and you will be intimated accordingly.

A handwritten signature in blue ink, appearing to be "J. S.", located to the right of the text in paragraph 12.

**C-Edge Technologies Ltd.**

9th Floor, A-Wing, Lodha i-Think Techno Campus, Pokharan Road No.2,  
Off. Eastern Express Highway, Thane (West) - 400 607



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**Attachments to this nomination letter**

1. A copy of the Act.

2. A copy of the Rules made by the Central Government by virtue of the powers granted to it under the Act.

Please acknowledge the receipt of this nomination and sign this nomination as token of your acceptance of this nomination on the above terms and conditions mentioned in the nomination letter.

\_\_\_\_\_

Your Name: \_\_\_\_\_

Name of the Organisation where you are working: \_\_\_\_\_

Address of the Organisation where you are working: \_\_\_\_\_

**C-Edge Technologies Ltd.**

9th Floor, A-Wing, Lodha i-Think Techno Campus, Pokharan Road No.2,  
Off. Eastern Express Highway. Thane (West) - 400 607

To,

Dr. Sharmila Mohapatra  
1503, A, Harbor View  
Sec19 A, Nerul  
NaviMumbai-400706

Sub: Appointment of External Member in IC Committee under POSH Act, 2013.

We are pleased to inform that you are appointed to serve as an External Member of our Internal Compliance Committee (ICC) constituted under The Sexual Harassment of Women (Prevention Prohibition and Redressal) Act for a 3-year term which begin on acceptance of this letter.

As an appointed External Member of the ICC, you are asked to represent the viewpoints of your expertise in the area to develop recommendations for the member's consideration.

Your roles and responsibility as an external member in ICC under Sexual Harassment of Women (Prevention, Prohibition & Redressal) Act 2013 is enclosed as Annexure- A.

Valuefy Solutions Pvt. Ltd. shall pay you Rs. 5000/- per quarter as your fees reimburse the travelling expenses for holding /participating in the proceedings of the Internal Committee as determined. Also will pay you Rs. 10,000/-, for each completed case, if any arising during the period of the contract.

Yours Sincerely,

Authorized Signatory


Valuefy Solutions Private Ltd.

**Annexure- A**

**Roles & Responsibility of External Member in ICC**

The role of the External Member is crucial to the Committee. The major functions of the External Member to the ICC are:

1. Provide hand holding support in the functioning of the ICC
2. Assist the ICC in conducting the Inquiry if/when there is a complaint.
3. Record the minutes of the regular meetings.
4. Prepare the content on the functioning of the ICC in Annual Report of the organization.
5. Assist the employer in conducting awareness training for all the employees.
6. Conduct Orientation programme for the members of the ICC.
7. Give appropriate advice as and when called for to the members of the ICC and to any employee who has approached.
8. Ensure total compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal ) Act,2013.

**Through case laws it has been established that the External Member should be:**

- . Be totally involved with all the ICC proceedings
- . Must make sure that the proceedings are happening accordingly to the principles of natural justice.
- . Make efforts to co-ordinate the functioning of other ICC members.
- . Ensure the implementation of law as per the procedures established.
- . Ensure healthy and comfortable workplace and ensure that workplace harmony is restored in the case of sexual harassment incidents.





QUBE RESEARCH & TECHNOLOGIES INDIA LLP  
504, 5<sup>th</sup> Floor, Powai Plaza  
Hiranandani Business Park  
Powai, Mumbai 400 076  
Maharashtra, India

Date: June 14, 2019

To,

Dr. Sharmila Mohapatra  
1503, A, Harbor View  
Sec19 A, Nerul  
Navi Mumbai -400 706

**Sub: Appointment of External Member in IC Committee under POSH Act, 2013.**

We are pleased to inform that you are appointed to serve as an External Member of our Internal Complaints Committee (ICC) constituted under The Sexual Harassment of Women (Prevention Prohibition and Redressal) Act, for a 3-year term which would begin on acceptance of this letter.

As an appointed External Member of the ICC, you are asked to represent the viewpoints of your expertise in the area and to develop recommendations for the members' consideration.

Your roles and responsibilities as an external member in ICC under Sexual Harassment of Women (Prevention Prohibition & Redressal) Act 2013 is enclosed as Annexure-A.

M/s. Qube Research & Technologies India LLP (QRT) shall pay you Rs. 5,000/- per quarter as your Fees and reimburse the travelling expenses for holding/participating in the proceedings of the Internal Committee as determined. Also, QRT will pay you Rs. 10,000/-, for each completed case, if any arising during the period of the contract.

Yours faithfully,  
For Qube Research & Technologies India LLP

Abhishek Gadia  
Designated Partner  
+91 +91 95613 22784  
abhishek.gadia@qube-rt.com



(Dr. Sharmila Mohapatra)



## RIVERSTONE JEWELS LLP

To,

Dr.Sharmila Mohapatra  
1500,A, Harbor View,  
Sector 19, A, Nerul,  
Navi Mumbai – 400 706.

**Sub : Appointment of External Member in IC Committee under POSH Act, 2013**

We are pleased to inform you that you are appointed to serve as an External Member of our internal complaints committee (ICC) constituted under the Sexual Harassment of Women (Prevention Prohibition and Redressal) Act, for a 3-year term which would begin on acceptance of this letter.

As an appointed External Member of ICC, you are asked to represent the view points of your expertise in the area and to develop recommendations for the members consideration.

Your roles and responsibilities as an External Member of ICC under sexual harassment of women (Prevention Prohibition and Redressal) Act, 2013 is enclosed as Annexure –A.

Riverstone Jewels LLP shall pay you Rs.5,000/-Per Quarter as your fees and reimburse the travelling expenses for the holding /participating in the proceedings of the internal committee as determined. Also, Riverstone will pay you Rs.10,000/- for each completed case, if any arising during the period of contract.

Yours Faithfully,

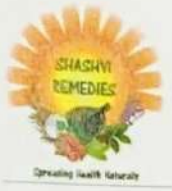
For Riverstone Jewels LLP,

Designated Partner

**For RIVERSTONE JEWELS LLP**

**Designated Partner**

RIVERSTONE JEWELS LLP



## Memorandum of Understanding (MoU)

Between  
Shashvi Remedies OPC Pvt. Ltd  
and  
SIES College of Management Studies/SIES School of Business Studies

Whereas **Shashvi Remedies OPC Pvt. Ltd** located at Address: A 126 Silver Springs, Wing A-3, First Floor, Plot No G6, Taloja MIDC, Navi Mumbai, Panvel, Raigarh-410208 is a company engaged in Ayurvedic Medicines

and

Whereas SIES College of Management Studies (SIESCOMS)/SIES School of Business Studies (SIES SBS) located at Navi Mumbai is an education institute focused on providing quality management education, promoted by South Indian Education Society (SIES).

This MOU is entered into on the 6th day of Oct 2021, by and between Shashvi Remedies and SIES College of Management Studies/SIES School of Business Studies.

### Objectives of the MoU:

- Shashvi Remedies OPC Pvt. Ltd and SIESCOMS/SIES SBS will work towards creating mutually beneficial relationship for building better brand building opportunities for Shashvi Remedies OPC Pvt. Ltd
- SIESCOMS/SIES SBS will lend consulting services to Shashvi Remedies in the area on Manpower hiring, Market Research & Sales team training & development.
- The professional fees for the assignment will be INR1,00,000 (Excluding applicable taxes).
- TDS will be deducted as per the government rules.
- Dr. Vikram Parekh for Sales & Market Research & Dr. Ira Kumar for manpower resource planning will be a part of the consulting assignment from SIESCOMS/SIES SBS.
- 6 To 7 students of SIESCOMS & SIES SBS will be attached in the consulting project along with the faculties basis availability and academic calendar under live projects with Shashvi Remedies.

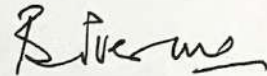
- The purpose of the live projects for students will be purely academic in nature and the students will not use any confidential information of the company for any other purpose.
- Students of SIESCOMS/SIES SBS will be allowed to undertake short term visit to the company for learning purpose. The details of which can be mutually worked out.

This MoU will take effect from the date it is signed by both parties. It will remain valid for a period of 1 years. Either party may terminate the MoU by giving written notice to the other party three months in advance.

Signed by:



Mr. A K Bansal  
Founder  
On Behalf of Shashvi Remedies OPC Pvt. Ltd  
SBS



Dr. Bigyan Verma  
Director  
On behalf of SIESCOMS/SIES

Date: 6<sup>th</sup> Oct. 2021

**Dr. SUHAS MADHAV TAMBE**  
**Plot No. 3, Road No.6, Sector 12,**  
**New Panvel 410206.**

**19<sup>th</sup> February 2020**

Dear Dr. SUHAS MADHAV TAMBE

**Offer to be part of Subject Matter Expert Panel of CART**

Kindly refer to the discussion we had on the above subject on 18<sup>th</sup> February 2020.

1. CARE Advisory Research and Training Ltd. (CART) is a subsidiary of CARE Ratings, the second largest credit rating agency in the country in terms of rating income. CART is established with the objective of providing quality services in the areas of advisory, research and training.
2. CART is forming a panel of subject matter experts. These subject matter experts are expected to provide their input in business decisions of CART which are related to their area of expertise.
3. In this regard CART is pleased to offer you to join our panel as subject matter expert on “**Advisory**”. We seek your consent for the same.
4. You would be required to be available for deliberations with CART’s team and provide your views to CART’s team on scheduled time as may be mutually agreed upon in advance. Such deliberations may be required on a need basis.
5. Additionally, expert panel members may choose to assist in the business growth of CART. Professional fees shall be paid in this regard for each case as per mutually agreed terms.
6. Terms and conditions applicable for expert panel members are given in **Annexure I**.
7. I am sure your association with our company will be fruitful and CART will be able to benefit from your knowledge and experience.
8. You may please sign the duplicate copy of this letter as token of your consent.

With warm regards,



Yours sincerely,

*Sanjeev K*

**Chief Executive Officer**  
**CARE Advisory Research and Training Ltd.**

**Encl:** as above

I hereby give my consent to be a member of the expert panel of CART.

**Dr.SUHAS MADHAV TAMBE**

**Annexure I**

**Terms and conditions for Expert Panel members**

- i) **Tenure:** Empanelment on expert panel will be for a period of 2 years which can be extended thereafter based on mutual discussion.
- ii) **Frequency of meeting:** Shall depend upon the need and CART does not commit on the frequency of such meetings.
- iii) **Place:** Meetings with expert panel members may be held in any of CART's office(s) in the country and outstation members can join in through conferencing facilities if need be.
- iv) **Remuneration:** A fixed fee of **Rs.7,500** /- will be paid to you for each meeting attended. In addition, applicable taxes will be paid as per prevailing rates. Travel expenses incurred for attending meetings called by CART will be reimbursed separately subject to submission of travel related documents.
- v) **Professional fees for Business Generation:** You will be paid professional fees at the rate of **12%** of the assignment / mandate value for any business sourced for CART. The professional fees will be paid on receipt of full fees by CART.
- vi) **Disclosure of Interest:** Expert Committee members are required to furnish a Disclosure of Interest (**Appendix I**).



*Saw*

# University of Mumbai



Academic Planning and  
Development Section  
No. APD/ICD/2019-20/762  
17<sup>th</sup> March, 2020

Sub : Minor Research Grant Project 2019-20

Sir/Madam,

I am directed to inform you that the said proposal has been considered by the University and the research grant as quoted above is sanctioned to the researcher.

The sanctioned amount will be disbursed in two installments. The first installment of 40% of the sanctioned amount will be disbursed within the month of March. The remaining 60% amount will be disbursed up to 31<sup>st</sup> December, 2020.

The researcher is expected to spend 60% amount initially from his/her own resources to carry out the work.

Further, I am to inform you that the researcher will have to utilize the 40% sanctioned amount on or before 31<sup>st</sup> March, 2020 and submit original bills/vouchers of the expenditure along with Utilization Certificate duly certified by the Principal/Director/Head/Institute/University Department/College to the Accounts Section of the University.

Please note that 60% balance amount, out of sanctioned grant will be released after Poster Presentation & final approval of the committee. Therefore you need to submit of utilization certificate after presentation of your research including bills/vouchers/receipts in original through University Account Section.

The report of the research work carried out by the concerned researcher will have to be submitted to the University on or before 31<sup>st</sup> December, 2020.

**The Principal/Head of the Institute are requested to inform the researcher accordingly and arrange to forward his/her undertaking immediately to enable this office to release first installment of the research grant.**

Yours faithfully,

Deepak V. More  
Assistant Registrar  
(APD Section)

325	Mrs. Anjali Rajesh Pavlastye	Ram Sheth Thakur College of Commerce	23000
326	Dr. (CS) Lalita Mutreja	Sahyadri Shikshan Seva Mandal's Arts and Commerce	22000
327	Dr. Jignesh Dalal	Nirmala Memorial Foundation College of Education	25000
328	Mr. Sandesh Tambe	Bharat College of Arts & Commerce, Badlapur	25000
329	Mr. Jayesh Bharat Sakpal	Dhirajlal Talakchand Sankalchand Shah College of Commerce, Kurar Village Rd, Malad, Kurar Village, Malad East, Mumbai, Maharashtra 400097	26000
330	Sachin Vilas Acharekar	K. J. Somaiya College of Science and Commerce	22000
331	Dr. Megha Jain	Ram Sheth Thakur College of Commerce	22000
<b>Business Management (Apex Committee)</b>			
Project No.	Name of Principal Investigator	College name	Grant Sanction
332	SANGEETHA SHYAM SUNDAR	"Nirmala Memorial Foundation College of Commerce and Science Near Thakur Polytechnic 90 Feet Road Thakur Complex Kandivli (E) Mumbai-400 101."	28000
333	Dr. Kaustubh Arvind Sontakke	South Indian Education Society college of Management Studies	30000
334	Dr. Rakhi Sharma	Jai Hind College Basantsing Institute of Science and J.T. Lalvani College of Commerce & Shaila Gopal Raheja College of Management	27000
335	DR. PARVEEN NAGPAL	Parle Tilak Vidyalaya Association's M.L. Dahanukar College of Commerce	30000
336	Amit Kabra	Vidyalankar School of Information Technology	30000
337	Mrs. Ishita Ashtad Tavadia	K.P.B. Hinduja College of Commerce	23000
338	Jigar Dipan Patel	Parle Tilak Vidyalaya Association's Institute of Management	42000
339	Ms. Anamika Beniwal	South Indian Education Societys College Of Arts Science And Commerce.	35000
340	Prof. Ravi Vaidee	Principal L.N. Welingkar Institute of Management Development and Research	30000
341	Prof. Narasinha Sawaikar	Principal L.N. Welingkar Institute of Management Development and Research	35000
342	Dr. R. G. Sawant	R. P. Gogate College of Arts & Science, R. V. Joglekar College of Commerce	32000
343	Santosh Gupta	Vidyalankar School of Information Technology	20000
344	Flenl Mario Fernandes	SIES College of Comm. & Eco.	27000
345	Priyanka Yadav	DTTS College	20000
346	Dr. Veena Talukdar	Shri Ram College of Commerce	30000
347	Dipti Parab	Chandrabhan Sharma College	25000
348	Dr. Madhu Mukund Sh	B. K. Birla College of Arts & Science	20000

366	Maithili Prashant Dhuri	Indian Education Society's Management & Research Centre	27000
367	Dr. Rupal Shroff	Thakur Educational Trust's Thakur College of Science & Commerce	35000
368	Dr. C.K. Sreedhararan	Mahatma Education Society's Pillai Institute of Management Studies and Research	30000
369	Dr. Hireshkumar Shankarlal Luhar	Late Shri Vishnu Waman Thakur Charitable Trust Viva Institute of Management and Research	30000

#### Systems Management (Apex Committee)

Project No.	Name of Principal Investigator	College name	Grant Sanction
370	Dr. Chandrahauns R Chavan	Jamnallal Bajaj Institute of Management Studies	47000

#### Operations Management (Apex Committee)

Project No.	Name of Principal Investigator	College name	Grant Sanction
371	N. Balasubramanian	Lala Lajpatrai insitute of Management Studies	37000

#### Marketing (Apex Committee)

Project No.	Name of Principal Investigator	College name	Grant Sanction
372	Megha Radhakrishnan Nair	"Patuck Polytechnic Trust Patuck Gala College of Commerce & Management 100 Nehru Road Patuck Compex Santacruz (East) Mumbai: 400 055."	25000
373	Dr. Seema Laddha	South Indian Education Society college of Management Studies	27000
374	Mr. Ravindra Mhatre	" Pillais HOC College of Arts Science and Commerce Educational Campus HOC Colony Rasayani Tal.Khalapur Dist. Raigad.-410 207"	42000
375	Dr. Abha Wankhede	K.J. Somaiya Institute of Management Studies and Research	40000
376	Dr. Krupa Rai	K.J. Somaiya Institute of Management Studies and Research	42000
377	Miss.Swapnaja Savalaram Chandekar	K.M.S.P. Mandal's Sant Rawool Maharal Mahavidyalaya	25000
378	Prof. Aisha Khan	Royal Higher Education Society's College of Arts Science and Commerce	42000
379	Dr. Harvind J. Bhasin	Lala Lajpatrai insitute of Management Studies	37000
380	Dr. Manisha Karandikar	Fr. Conceicao Rodrigues Institute of Management Studies	32000
381	Dr. Mona Mehta	Malad Kandivli Education Society's Nagindas Khandwala College of Commerce Arts & Management Studies and Shantaben nagindas Khandwala College of Science	50000
382	Booma V Halpeth	The South indian Assosiation College The SIA College of Higher Education	10000
383	Dr. Jyotinder Kaur Chaddah	Shiromani Gurudwara Prabandhak Committee's Guru Nanak Institute of Management Studies	50000
384	Dr. Shilpa C. Shinde	Lala Lajpatrai insitute of Management Studies	42000

1155	Dr. Manoj M. Dongare	Ramrao Adik Institute of Technology	20000
1156	Ms. Aradhana Manekar	Thakur College of Engineering and Technology, Thakur Village, Kandivali	35000

### Computer Application (Engineering) (Apex Committee)

Project No.	Name of Principal Investigator	College name	Grant Sanction
1157	Dr. ANUP NARENDRA PALSOKAR	South Indian Education Society college of Management Studies	40000
1158	Dr. Pooja Raundale	Bhartiya Vidya Bhavani's Sardar Patel Institute of Technology	60000
1159	Dr. Jyoti Kharade	Bharati Vidapeeth's Regional Office College of MCA	35000
1160	Dr. Aarti Milind Karande	Bhartiya Vidya Bhavani's Sardar Patel Institute of Technology	55000
1161	Pallavi Thakur	Bhartiya Vidya Bhavani's Sardar Patel Institute of Technology	25000
1162	Dr. Ramesh Solanki	Vivekanand Education Society's Institute of Technology	15000
1163	Ms. Sneha Rane	Thakur Educational Trusts Thakur Institute of Management Studies Career Development and Research	60000
1164	Dr. Vinita Gaikwad	Thakur Educational Trusts Thakur Institute of Management Studies Career Development and Research	25000
1165	Mr. Shirshendr Maitra	Thakur Educational Trusts Thakur Institute of Management Studies Career Development and Research, Kandivali (E), Mumbai	25000

### Architecture (Apex Committee)

Project No.	Name of Principal Investigator	College name	Grant Sanction
1166	Prof. Sandhya Mhatre	Mahatma Education Society's Pillai's HOC College of Architecture HOCL Educational Campus Rasayani Tal/Khalapur Raigad-410207	45000
1167	Dushyant Asher	School of Environment and Architecture	50000

**Fw: PRISM FINAL PROPOSAL**

**Nitin Vazirani** <[nitinv@sies.edu.in](mailto:nitinv@sies.edu.in)>

Tue 09/03/2021 11:47

To:

- Ira Kumar <[irak@sies.edu.in](mailto:irak@sies.edu.in)>

---

**From:** Tanima Dhawan <[tanima@zoomedia.in](mailto:tanima@zoomedia.in)>

**Sent:** 13 January 2021 16:27

**To:** Nitin Vazirani <[nitinv@sies.edu.in](mailto:nitinv@sies.edu.in)>

**Cc:** Bigyan Verma <[bigyanv@sies.edu.in](mailto:bigyanv@sies.edu.in)>; Murugan V <[muruganv@sies.edu.in](mailto:muruganv@sies.edu.in)>

**Subject:** Re: PRISM FINAL PROPOSAL

Yes. Looking at approximately 13-15 employees. Will confirm the final numbers soon

Thanks!

On Wed, Jan 13, 2021 at 1:50 PM Nitin Vazirani <[nitinv@sies.edu.in](mailto:nitinv@sies.edu.in)> wrote:

Dear Tanima

Greetings

will wait for the details of the participants.

So this will be for 15 participants-right? As I will have to buy the links from PRISM ?

I don't think we are looking at any kind of contract, the email itself and the final proposal acceptance is good enough.

regards

Dr Nitin Vazirani

---

**From:** Tanima Dhawan <[tanima@zoomedia.in](mailto:tanima@zoomedia.in)>

**Sent:** 13 January 2021 11:54

**To:** Nitin Vazirani <[nitinv@sies.edu.in](mailto:nitinv@sies.edu.in)>

**Cc:** Bigyan Verma <[bigyanv@sies.edu.in](mailto:bigyanv@sies.edu.in)>; Murugan V <[muruganv@sies.edu.in](mailto:muruganv@sies.edu.in)>

**Subject:** Re: PRISM FINAL PROPOSAL

I'll share the names with you by the end of next week since we are still in the process of finalising the list. Will keep you posted

In the interim, is there any contract or paperwork that needs to be signed?

On Tue, 5 Jan 2021 at 11:35, Nitin Vazirani <[nitinv@sies.edu.in](mailto:nitinv@sies.edu.in)> wrote:

Dear Tanima

Greetings

New year wishes to you too

I would be ok to conduct the sessions offline once things gets better and settled, only thing we would have to look at conducting the session for two days for convenience.

Further the institute has licenses for Microsoft teams and we can do it comfortably online till the time we have offline sessions.

To start with, I would need the names, email ids and contact number of the participants to send them the links.

Will also send you a note on PRISM which you can send to the participants before I sent the links to them.

Am looking forward to work together

Regards  
Dr Nitin Vazirani  
Dean HR  
SIESCOMS  
PRISM COACH -An instrument based on Neuro Science

**From:** Tanima Dhawan <[tanima@zoomedia.in](mailto:tanima@zoomedia.in)>  
**Sent:** 05 January 2021 10:00  
**To:** Nitin Vazirani <[nitinv@sies.edu.in](mailto:nitinv@sies.edu.in)>  
**Cc:** Bigyan Verma <[bigyanv@sies.edu.in](mailto:bigyanv@sies.edu.in)>; Murugan V <[muruganv@sies.edu.in](mailto:muruganv@sies.edu.in)>  
**Subject:** Re: PRISM FINAL PROPOSAL

Hi Dr Vazirani,

Happy New Year. Hope all is well at your end.

As per our discussion, we are okay with the attached proposal and would like to begin with this by last week of Jan/early Feb. Will keep you posted on the exact dates shortly.

Additionally, as discussed, zoom sessions will be applicable in the current scenario and for out-station participants. However, once things get better and we resume office, we will do face to face coaching sessions for all Mumbai based participants. Requesting your confirmation on the same.

Look forward to working with you. Please let me know on the next steps.

Thanks!

On Mon, Dec 28, 2020 at 1:30 PM Nitin Vazirani <[nitinv@sies.edu.in](mailto:nitinv@sies.edu.in)> wrote:

Dear Tanima

Greetings

As discussed please find attached the final proposal for PRISM -Online Coaching for your team of 15 participant

We would have three PRSIM coaching sessions for each of the participant in a span of a quarter. We would make an action plan for each participant and constantly work on their Behavioural Competencies through coaching feedbacks, which will be shared with you.

Looking forward in working with you and your team.

I am marking the copy of this mail to my Director Dr Bigyan Verma.

The fees for the coaching sessions will be routed through the college authorities Mr Murugan.

Dear Bigyan Sir

As discussed I am taking up the coaching programme with Zoomedia for 15 employees. This will be a pilot project to start with from end Jan 21.

Tanima is heading the HR of the organisation.

Regards

Dr Nitin Vazirani

Dean HR

SIESCOMS

PRISM COACH -An instrument based on Neuro Science

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**Tanima Dhawan**

**Human Resources Director M: +91 9999204392**

**Mumbai | Gurugram | Bengaluru**

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**Tanima Dhawan**

Human Resources Director M: +91 9999204392



**Mumbai | Gurugram | Bengaluru**

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**Tanima Dhawan**

**Human Resources Director M: +91 9999204392**