



Sinhgad Institutes

Collaboration and Linkage between

SINHGAD COLLEGE OF ARCHITECTURE, PUNE
&



THE LOVE TRIANGLE

Preamble

This Collaboration is being signed between SINHGAD COLLEGE OF ARCHITECTURE, PUNE (Dr. Barani Banerjee, Principal, 44/1, Vadgaon (Bk), Pune 411041) and **The Love Triangle, Pune** to establish an association between Academia and Profession. This collaboration comes into effect from **1st June 2023 for five years**.

About SINHGAD COLLEGE OF ARCHITECTURE, PUNE

Sinhgad College of Architecture (SCOA) established in 2000 at Vadgaon Bk, campus, Pune, is recognized by the Government of Maharashtra, approved by the Council of Architecture, India and affiliated to the Savitribai Phule Pune University, for offering B. Arch. and M.Arch. courses and also approved as PhD center for architecture.

About **The Love Triangle**, based in Pune, is a vibrant and versatile creative studio. Founded in December 2014, our studio has made an indelible mark through 250+ successful projects spanning 18 diverse business verticals. With a firm foothold in the market, The Love Triangle is a driving force in the realm of creative solutions.

At our core, we believe that genuine entrepreneurship lies in identifying opportunities that others might miss. This belief birthed The Love Triangle as an entrepreneurial endeavor, uniting dimensions to unveil hidden possibilities. Our ethos revolves around the synergy of art, architecture, and advertising, harnessing their unique dynamics to craft enriching experiences.

Across art, architecture, and advertising, The Love Triangle offers an array of aesthetic services. Our art vertical showcases creatively curated products, custom pieces, accessories, clothing, filmmaking, music composition, and more, reflecting a kaleidoscope of creativity.

In architecture, we excel across leisure, residential, industrial, and commercial domains, complemented by comprehensive interior design services. Our architectural prowess extends to creating spaces that inspire and captivate.

Our advertising vertical delivers ingenious solutions spanning branding, graphic design, and marketing communication. Leveraging dynamic fusion, The Love Triangle molds messages that resonate and captivate.

With a team of artists, designers, copywriters, architects, and interior designers, we collaborate with cross-disciplinary experts on a project basis, ensuring precision and excellence.

A sought-after hub, we cater to clients passionate about art and innovative business solutions. Often, clients come with one need and leave with a bouquet of enriching solutions.

Looking forward, The Love Triangle envisions functional projects seamlessly intertwining art, architecture, and advertising. Committed to an enduring legacy of creativity and innovation, we're excited about the journey ahead.

OBJECTIVES OF THE COLLABORATION

The collaboration between Sinhgad College of Architecture and **The Love Triangle** would fulfill following objectives as:

1. To create opportunities for internships, jobs and entrepreneurship
2. To promote the awareness amongst the students for understanding the professional roles and work ethics
3. To engage students for professional works and projects of large scale including multiple stake holders.
4. To educate students by sharing onsite experiences and arranging site-visit

TERMS AND CONDITIONS OF THE COLLABORATION

- The travel cost or any other cost incurred for site visit or activity will not be the responsibility of the institution.
- The collaboration will be valid for five years from the date of signing of this document. This collaboration may be renewed, modified or amended with the written consent of both the parties.
- Nothing in this collaboration obligates either party to commit or transfer any fund, assets to any resources in support of project or support of activities between the parties unless expressly stated in this document.
- Both the parties take responsibility of monitoring and ensuring follow ups. All the decisions will be taken after joint discussion with mutual consent.

This extension collaborative activity proposed with **SINHGAD COLLEGE OF ARCHITECTURE, PUNE** and **The Love Triangle** will be aid in promoting a better integration between Academics and Profession of Architectural discipline

The Love Triangle

Pune

Date: 01/06/2023

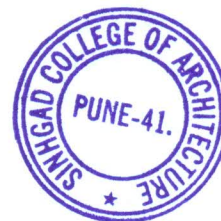
Stamp:



Dr. Banani Banerjee
Principal,
SCOA, Pune

Date:

Stamp:



A handwritten signature in blue ink, appearing to be "B. Banerjee", is written to the right of the Sinhgad College of Architecture stamp.

CONTRACT OF EMPLOYMENT

Date: 15th June 2023

Dear Titiksha,

We are delighted to offer you this job opportunity to join **The Love Triangle** as a **Visualizer**. If you choose to accept, you can look forward to engaging in exciting tasks and gaining valuable knowledge and experience.

This employment contract is officially signed on 15th June 2023, in Pune, India, between the parties involved:

A. COMPANY/EMPLOYER: The Love Triangle

Address: 1/Kshipra Society Lane No. 1, 12/Purvakarta Bungalow, Karve Nagar, Pune 411052, India

Mob. +91 9766842236 / 9637045302

B. EMPLOYEE: Ar. Titiksha A Bhawsar

Temporary address: ----- *B-103, Crossover County, Sinhgad road, Pune - 411041*

Permanent address: ----- *1, Vasundhara CHS, Ayachit Nagar, Gangapur road,*
----- *Nashik - 422013*

Contact Details: +91 ----- 8788293400

Civil Status: --- Age: - 24

ACKNOWLEDGES that:

CONSIDERING that the Employee acknowledges the Employer's engagement in architectural, interior, landscape & graphic design utilizing computational skills. With this understanding, the Employee desires to be employed by the Employer.

NOW, in view of the foregoing, and in recognition of the reciprocal commitments and understanding stated herein, the Employer and the Employee mutually covenant and agree as follows:

1. DURATION OF EMPLOYMENT:

1.1 Commencing on Thursday, 15th June 2023, the service will officially commence.

1.2 The employee will be engaged with The Love Triangle for a duration of 24 months, until 15th June 2023. Please note that a probationary period of 15 days will be in effect.

2. DUTIES OF THE EMPLOYEE:

You will be handling the architecture, interior, landscape projects along with the web & graphic design part for The Love Triangle utilizing computational skills.

2.1. Customer service and retention as an architect:

It is important for the employee (architect) to develop social skills and manners since they are usually the first construction professional that works with a client. The employee works closely with clients during all project stages, so excellent oral and written communication skills are necessary.

2.2. Design as an architect:

The employee (architect) must design, plan, and develop concepts to create construction plans and technical documents. These are based on client requirements and ideas.

2.3. Research as an architect:

The employee (architect) must learn about the different building codes, safety regulations, construction innovations, and city laws that affect their designs. Since these regulations are in constant evolution, they must stay up to date with new laws and requirements.

2.4. Technology knowledge as an architect:

The employee (architect) must be trained in modelling software and techniques, such as BIM and other computational skills. This will help them remain competitive in the construction industry, which is becoming more technological.

2.5. Identifies trendsetter ideas as a graphic designer:

By researching industry and related events, publications, and announcements, and tracking individual contributors and their accomplishments, the employee (graphic designer) identifies trendsetting ideas.

2.6. Gather and evaluate user requirements:

In collaboration with product managers and engineers, the employee (graphic designer) gathers and evaluates user requirements.

2.7. Illustrate design ideas using storyboards, process flows, and sitemaps.

The employee (graphic designer) visually illustrates design ideas using storyboards, process flows, and sitemaps.

2.8. Design graphic user interface elements like menus, tabs, and widgets.

The employee (graphic designer) designs graphic user interface elements such as menus, tabs, and widgets.

2.9. Create original graphic designs (e.g., images, sketches, and tables).

The employee (graphic designer) creates original graphic designs, including images, sketches, and tables.

2.10. Prepare and present rough drafts to internal teams and key stakeholders.

The employee (graphic designer) prepares and presents rough drafts to internal teams and key stakeholders.

2.11. Conduct layout adjustments based on user feedback.

Based on user feedback, the employee (graphic designer) conducts layout adjustments.

2.12. Adhere to style standards on fonts, colors, and images.

The employee (graphic designer) adheres to style standards regarding fonts, colours, and images.

3. EMPLOYEE'S STATUS: Permanent

Your performance shall be evaluated based on the following standard/criteria:

- (i) Competence in you assigned work/job.
- (ii) Industriousness.
- (iii) Diligence.
- (iv) Efficiency.
- (v) Faithful compliance policies, rules, regulations, instructions, and guidelines.
- (vi) Working attitude and relation with superiors and co-workers; and
- (vii) Loyalty to the company.

Violations of company policies, rules, regulation, instructions, and guidelines or unsatisfactory performance will result in termination of your employment.

4. BASIC GROSS COMMISSION:

- 4.1. The salary for the position of Visualizer will be ₹ 24,000/- per month for a period of 6 months following the probationary period.
- 4.2. Your salary increment shall be in the range of 10% to 40% after the first tenure.
- 4.3. In addition to that you will receive some incentives (5% to 8% of the project fees) on project basis based on your performance which will be decided at the given time & after the delivery of the project.
- 4.4. The provision of a work machine is not included. However, in addition to the salary, we offer a separate monthly allowance of ₹1,000/- to assist with any required expenses.

5. HOURS OF WORK, REST DAYS AND VACATION LEAVE: 8 hours/day, 5 days a week; with one rest days.

- 5.1. Working more than 8 hours shall entitle the EMPLOYEE to overtime pay. Work performed during rest days and legal holidays shall entitle him/her to premium pay in accordance with the law of the place of employment.
- 5.2. One paid casual leave is allowed each month.
- 5.3. Accumulating three late marks will be treated as one day of leave.
- 5.4. Interns/Employees need to take permission a week in advance in case of casual leaves.
- 5.5. Prolonged leaves need to be applied for at least three weeks in advance.
- 5.6. The standard working days are from Monday to Friday.
- 5.7. The regular working hours are from 10:00 am to 7:00 pm.
- 5.8. If an individual arrives after 10:30 am, it will be considered a late mark.
- 5.9. Overtime work after 7:30 pm will be compensated accordingly.

- 5.10. In the event of termination, it is obligatory for the employee to provide a notice period of 2.5 months. Failure to comply with the notice period and abrupt discontinuation of service will result in the forfeiture of the pending salary. Alternatively, if the employee has already received the salary, it is mandatory to return it.
6. **NON-COMPETITION:**
While employed under this Agreement, the EMPLOYEE is prohibited from being involved, either directly or indirectly, in any business that competes with or is similar to the EMPLOYER's business. This includes ownership, management, operation, employment, or any form of connection with such a competing business.
7. **TRANSPORTATION AND OTHER EXPENSES:**
The EMPLOYER will provide the charges by end of the month as per the submitted expense sheet.
8. **TERMINATION OF CONTRACT:**
- 8.1. Termination by EMPLOYER: EMPLOYER may terminate this contract on the following just causes, serious misconduct or willful disobedience by the EMPLOYEE of the lawful orders of the EMPLOYER in connection with his/her work; habitual neglect of duties by the EMPLOYEE and other similar just causes as determined by DOLE.
- 8.2. Termination by the EMPLOYEE: EMPLOYEE may terminate the contract WITHOUT JUST CAUSE by serving a written notice to the EMPLOYER at least 2.5 months in advance.
9. **CONFIDENTIALITY:**
During and after the Employment period, the Employee will not divulge or appropriate to his own use or to the use of others in competition with company. Any secret or confidential information or knowledge pertaining to the business of the company, or any of its subsidiaries, obtained by him/her in any way while he was employed by the company or by any of its subsidiaries.
10. **AMENDMENT:**
This contract may be amended only by a writing signed by the EMPLOYEE and by a duly authorized representative of the Company.
11. **SEVERABILITY:**
If any term, provision, covenant or condition of this contract or the application thereof to any person, place, or circumstances, shall be held invalid, unenforceable, or void, remainder of the contract and such term, provision, covenant, or condition as applied to other person places and circumstances shall remain in full force and effect.
12. **SOLICITATION:**
The Employer also agrees that during the duration of this contract and after its termination, whether voluntary or due to any cause, including the contract term's

expiration, the Employee will not engage in any actions to persuade or entice clients, business associates, or referral sources of the Company to stop doing business with the Company or to start doing business with the Employee.

13. INDEMNIFICATION:

The Employee agrees to protect and compensate the company, its officers, directors, shareholders, and executives from any harm, including financial loss, claims, damages, or expenses. This includes covering the costs of legal proceedings, such as attorney's fees and other litigation expenses, resulting from the Employee's violation or potential violation of any agreements mentioned in this contract.

14. LIMITATION ON AUTHORITY:

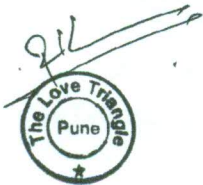
Unless explicitly authorized in writing by the company, the employee is not allowed to:

- Use the company's or any executive's credit without permission.
- Commit the company to any contracts, agreements, loans, mortgages, or similar obligations.
- Release or forgive any debts owed to the company unless the full amount has been received.
- Sell, mortgage, transfer, or dispose of any company assets without proper authorization.

The contracting parties have read carefully and fully understood the terms and conditions of this contract, hereunto set their signatures,

Regards,

The Love Triangle



Please sign below to indicate your acceptance.

Titiksha Anand Bhawsar

(Name)

Titiksha

(Signature)

15.06.2023

(Date)