



Security Services

**Deccan Gymkhana Campus**

Period 01/08/2025 to 31/07/2026

## Security Service Agreement

Between

**Prin. Bhausaheb Govindrao Jadhav**  
Executive President  
Marathwada Mitra Mandal, Pune  
202/A, Deccan Gymkhana, Pune- 411004

PARTY OF THE FIRST PART

AND

**Mr. Prashant Shivajirao Deokar**  
Managing Director  
**Z Plus Security & Services**  
Head Office 6, Silver Country, Near Amit  
Bloomfield Scheme, Next to Gold Gym,  
Ambegaon ( BK ) Pune-411046

PARTY OF THE SECOND PART



महाराष्ट्र MAHARASHTRA

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DY 120712

17 JUL 2025

अनु सं. 4567 अंगीकृत 500/-

रुपयें अंगीकृत

इस संदर्भ में कलमा अंगीकृत कर लेना/पढ़ना

निम्नलिखित के अंगीकृत

मुद्रांक दिनांक देना/पढ़ना प्रमाण देकर

अंगीकृत वु अंगीकृत

मुद्रांक देना/पढ़ना मराठवाडा मित्र मंडळ

इस अंगीकृत व पढा अभिजित बोर्डे

मुद्रांक दिनांक देना/पढ़ना सही

श्री. अ. एम. अंधो

स. नं. 2201100

बडगाव पु., पणे-५१



THIS AGREEMENT is entered into BY AND BETWEEN

Marathwada Mitra Mandal, Pune, which is a Trust registered under the provisions of the Societies Registration Act, 1860, having its registered office at 202 / A, Deccan Gymkhana, Pune - 411 004 ( hereinafter referred to as "First Party") represented by its Executive President, Shri.Bhauasaheb Gokindrao Jadhav.



*Bhauasaheb*  
Exec. President  
Marathwada Mitra Mandal  
Deccan Gymkhana, Pune-4

AND

M/s. Z Plus Security & Services through Mr. Prashant Shivajirao Deokar it's Managing Director ( hereinafter referred to as "Second Party" ) having its registered office at Head Office 6, Silver Country, Near Amit Bloomfield Scheme, Next to Gold Gym Ambegaon ( BK ) Pune-411046 an Establishment, which is registered under the provisions of the Maharashtra Shops & Establishments Act, 1948.

WHEREAS the Second Party has represented that it is having total expertise and hence, engaged in providing all sorts of security services, arrangements through its own trained and qualified personnel,

AND WHEREAS, on the basis of an offer given by the Second Party, that he will be able to provide proper and well trained security guards as desired by the First Party, the Second Party undertakes to render his security services to the First Party by providing necessary security guards / personnel's in its premises known as Marathwada Mitra Mandal, Deccan Gymkhana Campus and situated at 202/A, Deccan Gymkhana, Pune - 411 004.

**NOW, THIS AGREEMENT WITNESSETH AS UNDER:**

1. The Second Party, shall provide trained and uniformed security guards for guarding the installation, office, building property and premises of the First Party, address of which is mentioned herein above.
2. Although the security guards / personnel's will be working / performing their duties and responsibilities in the premises of the First Party, as mentioned hereinabove, but the overall control and supervision upon them, shall be solely and exclusively exercised by the Second Party, for which payment will be made by the First Party to the Second Party as specified in **Annexure - A**, which shall form part and parcel of this Agreement.
3. The Second Party will have privity of contract with the Second Party only. The First Party will give instructions to him, which will be in the form of its expectations and will have nothing to do or concern with the conditions of employment of the security personnel engaged by the Second Party for the purpose of this Agreement.
4. The Second Party undertakes to provide the requisite number of trained and uniformed personnel of all cadres for security purpose at its own cost and expenses to work and the First Party shall not make any payment of whatsoever nature to any such guard / personnel directly or indirectly.
5. That the entire responsibility for taking security measures shall be that of the Second Party and First Party shall not be liable to pay anything for such security guards / personnel except as provided.



  
**Exec. President**  
Marathwada Mitra Mandal  
Deccan Gymkhana, Pune-4

6. The Second Party shall be liable for due observance and implementation of all the statutory conditions or laws / enactments, as applicable to his guards / personnel and even to himself independently. In case, if the First Party will be required to shoulder any additional amount for the employees employed by the Second Party, or for himself, Second Party shall be under legal obligation to reimburse the same to the First Party immediately or else the First Party shall have full legal and otherwise right to recover the same, as deemed necessary.
7. The Second Party shall provide 24 hours continuous security measures as constantly changing in rotation.
8. That in case of any employee of the Second Party is negligent and there is / are no guards at the particular time, and / or, any inconvenience and / or any loss or damage of whatsoever nature is suffered from such absence, apparent negligence of the personnel / guard provided by the Second Party, the First Party shall be suitably compensated by the Second Party to the extent of such loss / damages in each such event.
9. That the fees for providing security services as agreed by both the parties are narrated in **Annexure – A**, which will for part and parcel of this Agreement. The Second Party shall raise monthly bill along with all necessary documents / proof regarding the statutory compliances and after verification of the same, the First Party will make due payment within 2 weeks from the receipt of such bill.
10. That at the first instance, the duration of this Agreement shall be from **01/08/2025 to 31/07/2026** only. However, parties will have right to extend the period to any extent, to which parties may mutually agree, before the expiry of the stipulated period. However, unless extended the same expressly in writing before expiry of the above period, the same shall automatically come to an end on the last day and in that case no notice or compensation of any sort will be payable in that event.
11. That either party may terminate this Agreement even before the stipulated period, by giving the other party, clear one months notice to that effect, in writing.
12. That in the event of non-compliance or breach of any terms of the Agreement or unsatisfactory or inefficient working, the First Party shall be at liberty to revoke the same with immediate effect, without giving any notice or payment of notice pay in lieu of such notice.
13. That the Second Party has also agreed to abide to certain other procedural terms and conditions which are separately mentioned in **Annexure – B** annexed to this agreement and the same shall be treated as a part and parcel of the same.



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Marathwada Mitra Mandal  
Deccan Gymkhana, Pune-4

14. In case of any dispute or difference between the First Party and the Second Party with regard to any matter, including interpretation or implementation of any of the above clauses, the same shall be resolved across the table as far as possible in the event of any differences decision of the First party will be final and binding.
15. That Second Party will be under obligation to perform all the legal as well as extra legal duties and responsibilities which are under the various legal provisions that are presently applicable and which will even be applicable in future. In addition to that Second Party shall be under responsibility and obligation to immediately comply all instructions given by the First Party or its representative from time to time.
16. That the Second Party has ensured and represented that the information and documentary evidence submitted in response to all the queries of the First Party by him, before entering into this Agreement, is true and correct. If any flaw is found therein or if Second Party found involved in any illegal act, this Agreement shall come to an end immediately and in such event Second Party will be solely responsible payment of damages.
17. That the Second Party has specifically agreed, assured and represented that it shall meticulously and timely comply with all the statutory requirements which are provided under various labour laws, which are applicable to him, such as the Minimum Wages Act, 1948, the Shops & Establishments Act, 1947/ 2017, the ESI Act, 1948, The EPF and MP Act, 1952, The Employees Compensation Act, 1923, the Contract Labour (R & A) Act, 1970, the compliances regarding the payment of Profession Tax for all his employees, etc., and in the event of his failure to do so, the First Party shall have a right not only to recover from the Second Party the loss / damages caused to it due to the same but also shall be entitled to terminate this agreement forthwith.
18. That the First Party reserves the right to asks the Second Party for replacement of the Guard if found unsuitable for whatsoever reasons and on such requirement, Second Party will be under obligation to replace the same. Neither the Second Party nor any of its employees will have any right to remain in the premises of the First Party over and above their duty timings. Similarly, they will not claim any right or any property belongs to the First Party or any of its associates. The employees of the Second Party will not claim any benefits monetary or otherwise against the First Party at any time as they shall never be treated as the employees of the First Party in any manner.
19. PARTY OF SECOND PART agrees to keep an amount of Rs.50,000/- (Rupees Fifty Thousand Only.) interest free security deposit by Demand Draft or Cheque with THE PARTY OF FIRST PART for due performance of the Security service agreement for service and PARTY OF FIRST PART reserves the right to adjust all or any dues on account of discharge of statutory obligation on the part of PARTY OF THE SECOND PART or his employees or otherwise in connection with the security service agreement, including deduction on account of notice period.



  
Exec. President  
Marathwada Mitra Mandal  
Deccan Gymkhana, Pune-4

20. This Agreement / Arrangement shall be concluded in the event of any directions from Government Authorities or if any legal provisions are required to be implemented. This arrangement is entered into on non-exclusive basis with Second Party.
21. This agreement shall be subjected to Pune jurisdiction only.

IN WITNESS WHEREOF this Agreement is executed on this 24<sup>th</sup> day of July, 2025 at Pune.



  
FOR FIRST PARTY  
Pr. Bhausaheb Govindrao Jadhav  
Executive President  
Marathwada Mitra Mandal, Pune -4



  
FOR SECOND PARTY  
Mr. Prashant Shivajirao Deokar  
Managing Director  
M/s. Z Plus Security & Services

WITNESSES

1. Name S. N. Kadam  
Address 202/A, Deccan  
Ganiching, Pune-411004
2. Name Ramkant J. Tildakar  
Ambegam - Pune 41

Signature 

Signature 

Enclosure: Annexure - A ( Table of agreed fees by both the parties. Reference: Clause No. 9 ) &  
Annexure - B (Reference: Clause No. 13)

### ANNEXURE - A

Details of the Monthly bill to be paid by the THE PARTY OF THE FIRST to THE PARTY OF THE SECOND PART ( Reference: Clause No.9 )

S.No.	Particulars	Security Guard	Supervisor
1	Basic Wages	10,021.00	11,632.00
2	Special Allowance / DA	3,614.00	3,614.00
	<b>Total A</b>	<b>13,635.00</b>	<b>15,246.00</b>
3	HRA @ 5% on Basic & DA/SA	682.00	762.00
	<b>Total B</b>	<b>682.00</b>	<b>762.00</b>
4	EPF @ 13.00% on Basic & DA/SA	1,773.00	1,982.00
5	ESI @ 3.25% on Basic ,DA/SA, HRA	465.00	520.00
6	Bonus @ 33 % on Basic & DA/SA	1,136.00	1,270.00
7	Leave with Wages@ 6.70 On Basic & DA/SA	914.00	1,021.00
8	Paid National Holidays @ 1.92% on Basic & DA/SA	262.00	293.00
9	M.L.W.F.	13.00	13.00
	<b>Total C</b>	<b>4,563.00</b>	<b>5,099.00</b>
	<b>Total D ( A+B+C )</b>	<b>18,880.00</b>	<b>21,107.00</b>
10	Management Fees/ Service Charges	1,120.00	893.00
	<b>Total E</b>	<b>1,120.00</b>	<b>893.00</b>
	<b>Total F ( D+E )</b>	<b>20,000.00</b>	<b>22,000.00</b>
11	GST @ 18% on F	3,600.00	3,960.00
	<b>Grand Total G Rs.</b>	<b>23,600.00</b>	<b>25,960.00</b>

Gratuity will paid only as and when they fall due and as per the presence of individual employees employed by the contractor.

1. GST equivalent to 18.0% or the rate specified from time to time of the charges, paid to THE PARTY OF THE SECOND PART for security services by THE PARTY OF THE FIRST PART. In the event of any changes in percentage of this tax, the same be borne THE PARTY OF THE FIRST PART.
2. Monthly security Service charges will be subject to the deduction of Tax Deduction at Source / Income Tax etc. at the applicable rates and as per the provisions of the Act.
3. Payment of monthly bills for security services at each due stage shall be made by THE PARTY OF THE FIRST PART within 15 days from the receipt of the bill from THE PARTY OF THE SECOND PART and the same will be paid by A/c payee cheque drawn in favor of THE PARTY OF THE FIRST PART.
4. In additions to the above, the THE PARTY OF THE SECOND PART will not get additional bill/charges for the security services.
5. The above rates includes basic wages, dearness allowance, House Rent allowance, EPF, ESIC, Bonus, Leave with wages, National holidays, labour welfare fund, uniforms, shoes, the payments to supervisor, housekeepers as per the Maharashtra Minimum Wages act as applicable from time to time.



*[Handwritten Signature]*



*[Handwritten Signature]*

**Exec. President**  
Marathwada Mitra Mandal  
Deccan Gymkhana, Pune-4

6. Gratuity will paid only as and when they fall due and as per the presence of individual employees employed by the contractor/The Party of the Second Part.
7. The total monthly security billing amount will be shared among the institutions located at the Deccan Gymkhana campus as per the percentage distribution given below:

Sr.No.	Name of the Institution	Bill Sharing ( % )
1.	M.M. College of Architecture, Pune -411004	30%
2.	M.M. Late Shankararao Chavan Law College, Pune- 411004	35%
3.	M.M. School of Interior Design & Decoration, Pune- 411004	5%
4.	MM College of Commerce- BBA Department , Pune - 411004	10%
5.	MM College of Commerce- BCA Department , Pune - 411004	10%
6.	MM College of Commerce- BBA IB Department , Pune - 411004	10%
	<b>Total</b>	<b>100%</b>



*[Signature]*  
**FOR FIRST PARTY**  
 Prin. Bhausaheb Govindrao Jadhav  
 Executive President  
 Marathwada Mitra Mandal, Pune -4



*[Signature]*  
**FOR SECOND PARTY**  
 Mr. Prashant Shivajirao Deokar  
 Managing Director  
 M/s. Z Plus Security & Services

## ANNEXURE - B

Details of the other procedural but important terms and conditions as agreed upon by the Second Party. Reference: Clause No.13

1. Fees for Security Services are to be determined based on 8 hours duties and the said fees are to be calculated based on 30/31 days as the case may be and not based on 26 days basis.
2. At the time of employment of Security Guards and supervisors, the Second Party shall ensure that all of them will be issued with the proper Appointment Orders, obtain K.Y.C. documents, Police Verification Report, Joining Report, Adhar Card, PAN Card, P.F. Registration Number and all other related and likewise documents with individuals attestation and handover the authenticated copies of the same to the First Party immediately.
3. The First Party shall have a right to decide the less and or more number of Security Guards and Supervisors per shift as per the actual requirement and the Second Party will comply with the same immediately.
4. The Security Guards and Supervisors engaged by the Second Party shall have to mark and signify their attendance, with accurate time, physically, on the register maintained and kept at the main gate of the premises on joining and after completion of their day to day duties every day. So also, apart from the marking of physical attendance as mentioned above, they will have to mark their everyday attendance on joining and completion of their day to day duties every day on Bio-matric Face Reading Machine. Their failure to do so will make them lose their salaries for the concerned day(s).
5. The Security Guards and Supervisors shall have to wear their uniforms while on duty. The Second Party shall provide them with rain-coats and gum-booths in rainy season so also in winter, they will be provided with appropriate and uniform sweaters by the second Party at its own cost.
6. It shall be the legal duty of the Second Party to pay appropriate and statutory Bonus to all the eligible Security Guards and Supervisors as per the provisions of the Payment of Bonus Act, 1965. The Second Party shall have to provide the authenticated and self- attested documents in this regard at the appropriate time to the First Party.
7. If any Security Guard or Supervisor if found drunk while on duty, he will have to be immediately removed and replaced by the Second Party. Other than this, he shall not entitle to any payment for such day.
8. It shall be the duty of the Security Guards and Supervisors to check the documents proving the identity of every visitor, guests, outsiders, etc., while allowing them to enter into the premises at the main gate. Failure to do so will make them liable to lose their salaries for the respective days.
9. It shall be the duty of the Second Party, Its Security Guards and Supervisors to make the entry and proper search of each and every vehicle entering into the premises and exiting the premises of the First Party in a register maintained for the said purpose at the main gate and then only allow them to enter and exit the First Party premises.



  
Exec. President  
Marathwada Mitra Mandal  
Daccan Gymkhana, Pune-4

10. The Second Party, its Security Guards and Supervisors shall have to properly check and verify and confirm every material, article, etc., entering into the premises of the First Party and make a proper entry of the same along with their signature into the register maintained for the said purpose.
11. The Second Party shall be under strict legal obligation to provide the self-attested Xerox copies of the documents in duplicate proving their due legal compliance made by them for the previous month such as (ESI, PF Challans with ECR, PT Challan, GST, previous month's salary register, etc. This will be a Zero Tolerance issue every time.
12. It shall be the bounden duty of the Second Party to ensure that there shall not be any theft or loss of material on account of the same from the premises of the First party. However, in case of occurrence of any such event, the amount of loss caused to the First Party shall be recovered from the subsequent bills of the Second Party.
13. It shall be the duty of the Second Party to pay wages to all his employees on the 1<sup>st</sup> day of every month from the preceding month. The Second Party shall accordingly raise his monthly bill so that the due formalities can be completed by the First Party well in time. The Second Party shall be under strict legal obligations to make the payment of salaries to all his employees engaged at the premises of the First Party electronically only and produce the proof of the same to the First Party along with his monthly bills.
14. It shall be the duty of the Second Party and its employees to switch on and switch off all the light connections, water supply, generators working in the premise of the First Party well in time and avoid wastage and loss occurring out of the same.
15. It shall be the duty of the Second Party to properly train all its employees from the perspective of Fire Fighting which may occur in the premises of the First Party. The Second Party shall periodically conduct mock-drills for this purpose. Similarly, the Second Party shall be liable to train all its employees and upgrade their knowledge and capacities from time to time, from the perspective of every possible security of the premises.
16. The Second Party and its employees shall conduct night patrolling and night rounds throughout the premises of the First Party every day but in any case at least 3 to 4 days in a week.
17. The First Party shall have a right to add, alter, amend or delete any of the above conditions as and when deem necessary and the same shall have to be complied with in its letters and spirit by the Second party.



*[Signature]*

**FOR FIRST PARTY**

**Prin. Bhausaheb Govindrao Jadhav**  
**Executive President**  
 Marathwada Mitra Mandal, Pune -4



*[Signature]*

**FOR SECOND PARTY**

**Mr. Prashant Shivajirao Deokar**  
**Managing Director**  
 M/s. Z Plus Security & Services



# MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

Registration Under Societies Registration Act 1860 (Reg. No. 523 Dated: 09/01/1967)

Registration Under Bombay Public Trust Act 1950 (F-335(P) Dated: 19/01/1967)

Tel: 020-25665320, 0148032328 | Telefax: 020-25653039

E-mail: mmmmandal@gnial.com

Shriyajiro D. Ganuge, President

Bhauasaheb G. Jadhav, Ex-President

Kishor H. Mungale, Secretary

Ref: MMM/Security-DG/2025-2026/ 76.7

Date: 9th July 2025

To,

**Mr. Prashant S. Deokar**  
Managing Director  
Z Plus Security & Services  
Head Office No. 6, Silver Country,  
Near Amit Bloomfield Scheme,  
Next to Gold Gym, Ambegaon (BK),  
Pune - 411046.

**Subject : Award of Security Services Contract for Deployment of Security Personnel**

Reference: Your quotation and the subsequent discussion held with our committee members on 5th July 2025.

Dear Sir,

- With reference to the above, and pursuant to your company's quotation and the meeting conducted with our Committee Members on 5th July 2025, we are pleased to inform you that Z Plus Security & Services has been selected for providing Security Services at the campus of Marathwada Mitra Mandal, Deccan Gymkhana, Pune - 411004, with effect from 1st August 2025.
- The approved manpower deployment:

Sr. No.	Category of Manpower	No. of Person	Duty Shifts ( 8 Hours Each)
1.	Security Guards	22	I. For first Shift ( 7 male and 2 female Guard ) E. For Second Shift ( 5 male and 1 female Guard ) II. For Third Shift ( 4 male Guard )
2.	Security Supervisor	03	1 Supervisor for each shift. ( Ex-Servicemen only )

- Wage Structure and Cost Breakup ( per month ) :

S.No.	Particulars	Security Guard	Supervisor
1.	Basic Wages	10,021.00	11,632.00
2.	Special Allowance / DA	3,614.00	3,614.00
	<b>Total A</b>	<b>13,635.00</b>	<b>15,246.00</b>
3.	HRA @ 5% on Basic & DA/SA	682.00	762.00
	<b>Total B</b>	<b>682.00</b>	<b>762.00</b>
4.	EPF @ 13.00% on Basic & DA/SA	1,773.00	1,982.00
5.	ESI @ 3.25% on Basic, DA/SA, HRA	485.00	520.00
6.	Bonus 8.33 % on Basic & DA/SA	1,136.00	1,270.00
7.	Leave with Wages @ 6.70 On Basic & DA/SA	914.00	1,021.00
8.	Paid National Holidays @ 1.92% on Basic & DA/SA	282.00	293.00
9.	M.L.W.F	13.00	13.00
	<b>Total C</b>	<b>4,363.00</b>	<b>5,899.00</b>
	<b>Total D ( A+B+C )</b>	<b>18,880.00</b>	<b>21,107.00</b>





# MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

Registration Under Societies Registration Act 1860-Mah./522 Dated 06/01/1967

Registration Under Bombay Public Trust Act 1950-F-328(P) Dated 19/01/1967

Tel: 020-25685320, 8149032329 | Telefax: 020-25653038

E-mail: mmmmandal@gmail.com

Shivrajrao D. Garage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Nungale, Secretary

10	Management Fees/ Service Charges 7% of all above	1,120.00	893.00
	Total I	1,120.00	893.00
	Total F (D+E)	20,000.00	22,006.00

#### 4. Terms and Conditions :

- I. The number of Security Guards may be increased or decreased as per institutional requirements. Deployment will be subject to the approval of the concerned Principal/Head of the Institution.
- II. All appointed guards and supervisors must be approved by the Institute/College authorities. In case of negligence or misconduct, replacement must be made immediately upon request.
- III. Goods and Services Tax (GST) @18% shall be charged extra over and above the monthly rates.
- IV. The agreed rates cover Basic Pay, DA, HRA, EPF, ESI, Bonus, MLWF, conveyance allowance, job training, administration, control, uniforms, and service charges.
- V. One Security Supervisor (Ex-serviceman) will be deployed in each shift to oversee campus security and ensure discipline and coordination among the deployed guards.
- VI. Monthly bills shall be submitted in the name of the respective institution based on actual deployment and attendance (man-days) recorded for the month.
- VII. Bonus and Gratuity are included in the agreed rates and shall be disbursed as and when they fall due, based on the eligibility and attendance of individual personnel employed by your agency.
- VIII. Deployment on Sundays and public holidays shall be as per the instructions of the respective Principal/Head of the Institution.
- IX. You are requested to confirm your acceptance of the above terms and arrange to submit all required documents for execution of the formal agreement through your authorized representative.
- X. Your agency shall take over the security arrangements and commence duties at the aforementioned premises from 1st August 2025.

*Acad.*  
*Prashant Deskar*  
*M.D.*

Pune : Pune - 411004

Pune : 9/7/2025



*[Signature]*  
Prin. Bhauasaheb G. Jadhav  
Executive President

#### C.C. for information & necessary action to:

1. The Principal, Marathwada Mitra Mandal's College of Commerce, Deccan Gymkhana, Pune - 411 004
2. The Principal, Marathwada Mitra Mandal's College of Architecture, Deccan Gymkhana, Pune - 411 004
3. The Principal, Marathwada Mitra Mandal's Shankarrao Chavan Law College, Deccan Gymkhana, Pune - 411 004
4. The Principal, Marathwada Mitra Mandal's School of Interior Designs & Decoration, Deccan Gymkhana, Pune - 411 004