## **Conversation with Company Secretaries**





## Saurabh V. Karmase Company Secretary and Compliance Officer Cupid Limited

What encouraged you to become a CS?

It was back in 2011. After graduation, I was evaluating three courses, i.e. CA, CS and ICWA, for undertaking, along with full time MBA. Out of these, I chose CS, as it is a perfect mix of law and practical components, such as accounts and tax, which are at the root of business.

I also use to read notice of board meetings and general meetings, which use to be published in newspapers, and such notices were signed by a person whose designation was Company Secretary. From there I got to know the importance and respect attached to the profession. This encouraged me to become a CS.

Considering the increasing demands made on a CS, how do you organize/plan and prioritize your work?

In today's scenario, CS is one of the persons in an organisation who acts as a single point of contact to many regulatory authorities such as MCA, SEBI, stock exchanges, RBI, etc., for various compliances. I prepare a checklist of work to be done on a day-to-day basis, and then prioritise my work based on deadlines, as every compliance has to be done in a timebound manner.

How do you see the role of a CS evolving over the next decade?

Role of CS in today's era is very vast, as compared to what it was some years ago. Over the next decade, this profession will touch new highs. Corporates are dependent on CS' as they possess a wide range of expertise, such as those ranging from incorporation to winding up of companies. At the same time, CS also carry many responsibilities. Hence, while performing any task, we need to avoid any kind of error, which could cost the company and its officials highly.



## What challenges do you face as a CS?

In my view, the biggest challenge faced by any CS is to keep track of all the Acts, Regulations, Rules, etc., which keep on changing frequently. Sometimes the changes are too frequent, to prevent us from keeping a track of all the changes. However, it is important to keep oneself abreast of the changes.

Also, sometimes many of the provisions of law are not known to management, and they need to be explained to them. Convincing management to always adhere to legal provisions, in a timebound manner, also becomes a challenge some times.

Is it important to connect with IDs between meetings? If so, how do you do it?

Yes, sometimes it becomes important to connect with IDs between meetings for matters such as taking their assent for circular resolutions or for coordinating for various declarations that need to be taken on a yearly basis. In general, it is important for a CS to have good communication with the company's IDs, and keep in touch with them. Arranging for IDs' visits to the office or the factory, for familiarising themselves with the work processes of the company, is one of the best tools to connect with them regularly.

What good practices, not prescribed by law, have you put in place?

My company's management has set a practice of providing prompt responses to shareholders on any query/ question and in being transparent with the shareholders.

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