



WEST BENGAL POLICE
SPECIALIZED INDIA RESERVE BATTALION
RAJNAGAR, BIRBHUM
WEST BENGAL

SL. NO.: SIR BN.- 317/23



Name : TARASH SAREN

Rank : CONSTABLE- 667

DOB : 02.03.1994

Sex : Male

Bl. Gr. : A+

Date of Issue : 31.01.2023



ISSUING AUTHORITY
COMMANDANT
SPECIALIZED INDIA
RESERVE BATTALION



Offer Cum Appointment Letter

16-Dec-2022

ANIRUDDHA GHOSH,

BARANILPUR, SAKTIPARA PO : SRIPALLY Saktipara, near provat Sangha club Burdwan West Bengal 713103 India

Mobile No: 7908860761

Dear ANIRUDDHA GHOSH,

With reference to your interview and online documentations submitted for seeking employment with our company. We are pleased to inform you that your candidature has been accepted basis representation made and documents submitted by you.

This offer cum appointment letter is being issued to you for appointing you on the post of **SR. EXECUTIVE** in Grade **GRADE-12** with the company. Your total emoluments shall be as per Annexure attached hereto and your date of joining shall be **21-Dec-2022** you will report at our Client site at following work location: :

ICICI BANK LTD (Kolkata)

Besides the terms and condition, which are stipulated herein in this letter, your appointment shall be subject to satisfactory results of verifications of representation made and documents submitted by you.

In case of your verification / reference checks are not up to the desired level, this letter shall be automatically stands withdrawn and even if you have joined duty, your services shall be discontinued with immediate effect without any compensation notice or salary in lieu thereof.

Further, if you fail to join on the date specified hereinabove, this letter shall be treated as withdrawn.

The following are the other terms and conditions of this offer cum appointment letter:

A. Commencement Term:

- i) Your appointment is effective from 21-Dec-2022
- ii) You will be on probation for a period of six months or any further extended period as may be decided by the Company based on your performance during the probation
- iii) On satisfactory completion of your probation you will be confirmed in the services of the Company in writing.



B. Remuneration:

Your total cost to the company will be Rs.226236 per annum as per detailed annexure to this letter.

Benefits:

You will be eligible for Retirement Benefits of the Company; namely Provident Fund and Gratuity in accordance with the statutory requirements and / or, as per Company policy

C. Other Terms and Conditions of Service:

Professional Ethics & Confidentiality: While you are in the services of the Company, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Company and will not divulge to any person or utilize any of the Company's secrets or other related information (which you may possess by reason of your association with the Company) outside the company.

IT Security Practice & Procedures: While you are in the services of the Company, you will adhere to the IT Security Practice & Procedures as prescribed by **i-Process Services (India) Private Limited**.

HR Policy: While you are in the service of the company, you will be governed and required to adhere the HR Policies of the company as amended from time to time.

Notice Period: During the probation period, your services would be liable to be terminated by the Company without assigning any reason and without giving any notice.

During the probation period, if you decide to leave the Company's services, you will be required to give fifteen days' notice. The company in its sole discretion can decide to waive off / reduce the notice period depending upon the exigencies. In such case, you would be required to pay to company, basic salary for the notice period not served.

In case you decide to leave the Company's services after confirmation, you will be required to give thirty days' notice. The company in its sole discretion can decide to waive off / reduce the notice period depending upon the exigencies. In such case, you would be required to pay to company, basic salary for the notice period not served.

After confirmation in grade, your services would be liable to be terminated by the Company, by giving thirty days' notice or on payment of an amount equivalent to thirty days' Basic salary in lieu of the notice period.

Transfer: The Company shall have the right to transfer you to any of its offices.

Retirement: Employees would retire on the last day of the month in which they complete 58 years of age.



Joining Competitor: In the event of termination of your services by the Company or your resignation from the services of the Company, you shall not join any competing Company or Financial Services Company for a period of six months from the date of resignation/termination.

D. Termination of Employment: In addition to what has been mentioned in sub-clause (iii) of Clause- E of this letter, please note that your services with the Company are also liable to be terminated any time in the event of:

- i) Any breach of the conditions mentioned in this letter or for breach of any rules of the company that may be made applicable to you from time to time, on your part;
- ii) Any incorrect information furnished by you;
- iii) Suppression of any material information by you.

E. General:

i)The company, in its discretion, shall deploy/depute your services at the offices of its client at any of the locations in India.

ii)Your appointment and continuation in employment are subject to your being found medically fit by a Registered Medical Practitioner (discretionary) and reference checks (discretionary).

iii)You will be bound by the Rules and Regulations of the company.

iv)You will keep us informed of any change in your contact details (Mobile no. & E-Mail ID) and present, permanent or correspondence address.

If you are agreeable to the above-mentioned terms and conditions, please accept the same through your account on HRMS portal.

Yours sincerely,

For i-Process Services(India) Private Limited

A handwritten signature in black ink, appearing to read "Vinod Kumar", is written over a horizontal line.

Authorized Signatory



Annexure to Letter dated 16-Dec-2022

Name of Employee ANIRUDDHA GHOSH
Designation SR. EXECUTIVE
Grade GRADE-12
Location Kolkata

Pay Component	Monthly Amount	Annual Amount
CTC		
Gross Salary	16050	192600
Basic	10000	120000
HRA	500	6000
Supplementary Allowance	4000	48000
Medical Allowance	750	9000
Conveyance Allowance	800	9600
Retiral Other Benefits	2803	33636
Employer PF	1800	21600
Employer ESI	522	6264
Gratuity	481	5772
Total CTC	18853	226236

For i-Process Services(India) Private Limited

Authorized Signatory



FORM XII

[Under rule 76 of the Contract Labour (Regulation and Abolition) Central Rules, 1971] Employment Card

A. Name Contractor : i-Process Services (India) Pvt. Ltd.

A1. LIN/PAN No. of the contractor :AABCI3838C

A2. Email Id of the contractor :contact@iprocess.in

A3. Mobile No. of the contractor: : 0124-4763433

B. Wage rate(with particulars of unit, in case of piecework : NA

C. Name of Principal Employer :ICICI BANK LTD

C1. LIN/PAN No. of the Principal employer :AAACI1195H

C2. Email Id of the Principal employer :

C3. Mobile No. of the Principal employer: :

D. Name of workmen : ANIRUDDHA GHOSH

D1. UAN/Aadhaar No :

D2. Mobile No : 7908860761

1. Serial number in the register of workmen , employed :

2. Nature of Designation : SR. EXECUTIVE

3. Wages Rate : Rs. 226236 (per annum)

4.Date of commencement of employment : 21-Dec-2022

For i-Process Services(India) Private Limited

Authorized Signatory



Date : 16-Dec-2022

Employee Name : ANIRUDDHA GHOSH

Deputation of Services

Dear ANIRUDDHA GHOSH

This is with further reference to joining the services of the company with effect from 21-Dec-2022 in accordance with the Offer cum appointment letter accepted by you.

Your services will be deputed to our client's office at below address from your joining date until further instruction from us in writing.

ICICI BANK LTD, ICICI Bank Ltd., Technopolis Building, Ground Floor, BP4, Sector- V, Salt Lake City, Bidhannagar - 700 091, North 24 Parganas Dist., West Bengal. SOL ID-0229

Accordingly, you are required to report at our above client work location / address.

During your period of deputation to the Client you shall:

- i) Abide by the norms and code of conduct as applicable at the Client workplace and ensure discipline and professional conduct at all times
- ii) Not to utilize or divulge to any person/ organization other than the Client, any information which you may possess by virtue of your association with our Client.
- iii) Continue to be governed by the rules & policies of the company as well as terms & conditions as mentioned in your Appointment letter dated 21-Dec-2022.

For i-Process Services(India) Private Limited

Authorized Signatory

STRICTLY PRIVATE AND CONFIDENTIAL

Date: 29 Dec 2022

Dear Rahul Das,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment at Bajaj Finance Limited ("**Company**") on the following terms:

1. DESIGNATION & BAND

You will be designated as "**Assistant Manager - Digital Product Finance - Prime**" at **GB02 Band**.

2. PERIOD OF EMPLOYMENT

- 2.1. Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on **05 Jan 2023** (or any other date as may be agreed by BFL, in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.
- 2.2. The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

- 3.1. You shall be based in our **Burdwan** office but may be required to serve the Company in any place within or outside India, as required.
- 3.2. You may be required to travel nationally and internationally on the business of the Company.
- 3.3. You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.
- 3.4. You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

4. SALARY

- 4.1. Your basic salary will be **Rs. 9,000/- (Rupees Nine Thousand only)** and your house rent allowance will be **Rs. 4,500/- (Rupees Four Thousand Five Hundred only)** per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.
- 4.2. A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.
- 4.3. You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.

5. TERMINATION OR RESIGNATION FROM SERVICE

The employment can, subject to the policies of the

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Bajaj Finance Limited

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- 5.1. Company and the terms and conditions of this Employment Letter, be terminated by either party by serving **90 (Ninety days)** written notice to the other party. The notice period of **90 (Ninety days)** is part of the Employee Separation Policy which is available for your reference on the Company's intranet. However, the said notice period is NOT applicable in the event if your representation are found to be wrong and which resulted breach of clause 2.1.
- 5.2. The Company reserves the right to accept/ reject the notice pay in lieu of notice period mentioned hereinabove. The Company reserves the absolute right to terminate your services at any time without assigning any reason whatsoever by giving you notice in writing or pay in lieu of notice period.
- 5.3. The Company reserves the right, at its discretion and at any time during the notice period to announce to employees, clients, suppliers and customers of the Company, its subsidiaries or associate companies of your termination/ resignation. However, you expressly agree hereby not to make any announcement of your termination/ resignation unless the same has been formally intimated to you or accepted by the Company in writing, as the case may be.
- 5.4. You hereby agree that on or before the date of your termination from employment with the Company, you will delete any information, connection or reference between you and the Company, any client or customer of the Company, or any prospective client or customer of the Company stored in any form of Social Media. For the purposes of this Clause, Social Media means any online communication tool which facilitates the creation, publication, storage and/or exchange of user-generated content. Social Media includes (but is not limited to) Twitter, Skype, Facebook, Myspace, YouTube, Flickr, LinkedIn, Wikis, Google+ and Tumblr.

6. ANNUAL SALARY REVISION

- 6.1. We follow an April to March performance cycle. All salary revisions come up for review in the month of April at the sole discretion of the Company.
- 6.2. Employees who have joined the organization on or before October 1 in the current calendar year, may be eligible for a proportionate salary review during April of next calendar year. The increment if any, is dependent on various factors including performance of employee and would be proportionate to the months' of service rendered by the employee. Those joining after 1st October, will not be eligible for the same.

7. PERFORMANCE BASED VARIABLE BONUS/ INCENTIVE

- 7.1. You will be eligible to participate in the Company's variable pay programs/ incentive schemes. The payment under this program depends on your performance, the Company's performance and other parameters as the Company may decide from time to time. Please note that there is no minimum payment under this program.
- 7.2. Payment of this amount is subject to your being in the Company's employment and also subject to your not having resigned or serving your notice period.
- 7.3. You will declare your relationship, if any, with any of the directors of the Company as required by the Companies Act, 2013.
- 7.4. In case you are or become related to any employee of the Company, then, in the former case you will inform the Company immediately and in the latter case within 7 days of your becoming so.
- 7.5. You will abide by all the policies and disclosure norms of the Company that are in effect and by any amendments thereto carried out by the Company from time to time.

8. COMPANY POLICIES AND PROCEDURE

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- 8.1. You will devote all your working time to the business of the Company, its subsidiaries and associate companies, as the case may be, depending on the office you are holding and will carry out your duties diligently and properly. You will do your best to promote, protect and develop the interests of the Company and its subsidiaries and associate companies and will not knowingly do or willingly permit to be done anything that causes prejudice, loss or injury to the Company or its subsidiaries and associate companies.
- 8.2. You shall be required at all times to comply with the Company's rules, policies and procedures as may be amended by the Company from time to time, and the same are to be considered as part of terms and conditions of this Employment Letter. You are also required to comply generally with the standards reasonably expected of an appointment of your nature.
- 8.3. Without any limitations on your obligations under Clause 8.1 above, you are also required to comply with the Company's disciplinary and grievance procedures which would be applicable to you, a copy of which is available with the Company's HR Department. For the avoidance of any doubt, whilst the Company's disciplinary rules form part of your contract of employment with the Company, the disciplinary and grievance procedures do not and as such, the Company is not under any contractual obligation to apply those procedures in any particular case.

9. ADDITIONAL DUTIES

- 9.1. You agree and consent that the Company may require you (without additional remuneration) to carry out different or additional duties (including holding any office in the Company, its subsidiaries and associate companies) consistent with your status and position in the Company.
- 9.2. You agree and consent that the Company may engage another person as a temporary replacement for you and/ or to carry out some or all of the responsibilities of your role on a temporary basis if you are suspended or are otherwise in the reasonable opinion of the Company unable to properly carry out some or all of those responsibilities for any reason.

10. EXCLUSIVE EMPLOYMENT

While employed by the Company, you will not:

- 10.1. Be an employee of, or be engaged in any other capacity by, any other company or organisation other than the Company, for remuneration and/ or otherwise, whether full time or part time, without the prior written permission from the Company;
- 10.2. Be involved in any capacity in providing services directly or indirectly to any other person in respect of any business which is similar to or which does or might reasonably be expected to compete or conflict with any aspect of the business of the Company, its subsidiaries and associate companies or which may otherwise affect the proper and efficient performance of your duties;
- 10.3. Be entitled to receive or obtain directly or indirectly any discount, rebate, commission or other benefit in respect of any business transacted (whether or not by you) by or on behalf of the Company or its subsidiaries and associate companies. This prohibition also extends to your immediate relatives. If you, any of your immediate relatives or any other company or other business entity in which either you or they are interested directly or indirectly obtain any such discount, rebate, commission or other benefit, you will immediately account to the Company, its subsidiaries and associate companies for the amount received or the value of benefit obtained; and/ or
- 10.4. Make contact or communicate with any member of the press or media or anyone so connected on behalf of the Company, its subsidiaries and associate companies, or publish any articles or letters or post any content on any Social Media platform on behalf of the Company or its subsidiaries and associate companies other than as required for the purposes of carrying out your duties and in strict compliance with the Company's media policy.

11. INTELLECTUAL PROPERTY

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- 11.1. All intellectual property including but not limited to any discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up made, discovered or created by you during your employment (whether alone or with others and whether or not in the course of your employment), in connection with or relating to the business of the Company, its subsidiaries or associated companies or capable of being used or adapted for use in it shall belong to and be the absolute property of the Company. If required to do so by the Company (whether during or after the termination of your employment), you will at the expense of the Company promptly execute all instruments and do all things necessary to vest ownership of all other rights, title and interests (including any registered rights in the same) in such discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up in the Company (or its nominee) absolutely and as sole beneficial owner.
- 11.2. You acknowledge that your remuneration and all consideration paid to you by the Company under this Employment Letter and as may be revised from time to time, includes compensation for the assignment (if any) to the Company of all intellectual property rights and that the rights and obligations under this Clause shall continue in force after the termination of this Employment Letter in respect of any intellectual property created during your employment with the Company and shall be binding upon your legal representatives.

12. CONFIDENTIALITY AND NON-DISCLOSURE

- 12.1. You hereby agree that without the prior written consent of the Company, either during or after the period of employment and except as required by you in the course of your employment, you shall not divulge directly or indirectly or otherwise use, disseminate, disclose, reveal, report, copy, transfer, lecture upon or publish articles concerning any confidential information, including but not limited to all and any intellectual property under Clause 11.1 above which may come to your knowledge during the term of your employment and/ or otherwise, and shall maintain complete secrecy in respect of all such confidential information and/ or intellectual property entrusted to you and shall not use or attempt to use such confidential information and/ or intellectual property in any manner which may or may be likely to injure or cause loss either directly or indirectly to the Company or its business. You hereby agree that this restriction shall continue to apply even after the term of your employment with the Company, your termination from employment with the Company and/ or your resignation from the Company without limit as to a point in time, excepting when such confidential information and/ or intellectual property becomes available in the public domain.
- 12.2. You hereby agree and acknowledge that in the event of your being in violation of Clause 12.1 above, the Company is at liberty to initiate appropriate civil and criminal legal action against you including but not limited to prosecution for data theft and criminal breach of trust.
- 12.3. For the purposes of this Employment Letter, "confidential information" includes and is not limited to all trade secrets and confidential information relating to the Company, its subsidiaries or associate companies, or their businesses and its or their past, current or prospective clients and suppliers and their respective businesses, and further includes and is not limited to all intellectual property of the company as under Clause 11.1 above.

13. COMPANY'S IMAGE

You will be always alive to the duties and responsibilities attached to your employment and you shall conduct yourself accordingly and protect and project the image of the Company.

14. FALSE RECORDS/INFORMATION/ MISREPRESENTATION

If any document or information furnished by you to the Company is false or if you are, at any time, found to have suppressed any material information, or if you made any misrepresentation,

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you will be liable for termination without notice and the notice period contemplated under clause 5.1 will NOT apply in such situation.

Further, this appointment is subject to us receiving satisfactory reports, based on verifications and reference checks done by us.

15. GENERAL

- 15.1. This Employment Letter and the annexures to this Employment Letter and the various agreements and documents referred to in this Employment Letter constitute the sole record of this Employment Letter between the parties with regard to the subject matter hereof and shall substitute any other agreement/ understanding between the parties in respect of the subject matter of this Employment Letter.
- 15.2. If any provision of this Employment Letter is held to be illegal, invalid or unenforceable for any reason, such provision may be unenforceable between the parties but without affecting, impairing or invalidating any of the remaining provisions of this Employment Letter which shall continue to be of full force and effect.
- 15.3. The expiry or termination of this Employment Letter (for any reason) shall not operate to affect any of its provisions which, in accordance with their terms, are expressed to operate or have effect after such expiry or termination.
- 15.4. Notices must be given by either party by letter or e-mail addressed to the other party at, in the case of the Company its registered office for the time being, and in your case, to your last known address and e-mail address issued by the Company. Notices may also be issued by you to the Company. Any notice given shall be deemed to have been given at the time of delivery to and/ or receipt by the intended recipient.
- 15.5. This Employment Letter shall be governed by the laws of India and the parties submit to the exclusive jurisdiction of the Courts in Pune. Any reference to a statutory provision shall be deemed to include a reference to any statutory modification or re-enactment of it.

If the appointment on the above terms and conditions is acceptable to you, you are requested to confirm your acceptance on the above terms and condition by returning one copy of this letter duly signed by you.

Welcome to Bajaj Finance Limited, and wish you a very successful career with the group.

For Bajaj Finance Limited,

Thomas Augustine
Email : thomas.augustine@bajajfinserv.in
Issued by : Professional DigSign Pvt. Ltd.
Reason : Digitally signed TDS certificate as per Information Technology Act, 2000.
Date : 2023.01.02 13:15:28 +05:30

Thomas Augustine
Head – Human Resources

Encl: Annexure

I have fully read and understood the terms of this Employment Letter. I accept the same on the above terms and conditions, and as appointed, I agree to abide by the rules and regulation of the company and will be joining on 05/01/2023

Signature : Rahul Das.

Name : RAHUL DAS

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Annexure - A**Detailed Salary Structure**

Date : 29 Dec 2022
Name : Rahul Das
Band : GB02

Particulars	Annually	Monthly
Basic	108,000	9,000
House Rent Allowance	54,000	4,500
Special Allowance	67,435	5,620
Statutory Bonus	29,513	2,459
Contributory Provident Fund	21,052	1,754
ESIC	0	0
Fixed Pay	280,000	23,333
Gratuity	5,195	
Indicative Performance Pay#	70,000	
Total Cost to Company	355,195	

#The Indicative Performance Pay amount as per the current performance pay policy may vary depending upon the performance of individual and of the company. The management reserves the rights to amend policy at any point of time.

* The exact sum of all elements may mismatch up to Rs.10/-. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

Other Benefits:

- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.

Your CTC (Cost to Company) consisting of various components are detailed in the 'Salary Structure' stated above, which is inclusive of all contractual & statutory components of your compensation. Accordingly, BFL shall not be liable to pay any additional sum over and above CTC. However, BFL reserves the right to amend / vary your Salary Structure at any time, either under law or as part of any initiative by BFL, under intimation to you. Your continued employment with BFL is construed as your deemed acceptance to the above.

- If your employment is terminated by you for any reason prior to completion of twelve months of services, then you will pay back to the Company the entire joining expense incurred if any, by the Company.
- You would be covered under the Group Term Life Insurance scheme, with a sum insured of **Rs. 2,000,000 /- (Rupees Twenty Lakh only)**. Additionally, you would be covered under the Group Accident Insurance Scheme, with a sum insured of **Rs. 2,500,000 /- (Rupees Twenty-five Lakh only)**.
- Further, you would be entitled to a hospitalization claim policy of up to **Rs. 300,000 /- (Rupees Three Lakh only)** the premium for which will be borne by the Company. You have the option to include spouse, parents, and up to two children (Group subsidized premium borne by the employee).

Name and Signature, confirming acceptance of the above terms and conditions

Signature : Rahul Das.

Name : RAHUL DAS

Date : 05/01/2023

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FORM A
LETTER OF APPOINTMENT

BW/HR/2022

Date: 14-12-2022

British Wellness Pvt Ltd
No.30, 10th main, 5th Floor Ashoka Pillar Road,
II Block, Jayanagar, Bangalore - 560011.
Phone: 40643777

Samiran Das
Emp Code: BW148
S/o Sanjoy Das
Boronilpur, Kamladighi, Sripally,
Burdwan, West Bengal - 713103
Ph No - 7699446158
Email Id - samiransbvctc@gmail.com

Dear Mr. Samiran Das,

1. You are appointed as **Therapy Manager** in this establishment with effect from **14-12-2022** at **Burdwan HQ**.
2. You will be reporting to **Regional Therapy Manager**.
3. Your appointment is on probation basis for Six Months from the Date of Joining.
4. Your rate of Increment for the financial year shall be decided purely based on your performance and as per the organisational Increment policy.
5. You will draw a total wages of **Rs.2,40,000/- (Rupees Two Lakh Forty Thousand Only) per annum**. The monthly & annual break-up of the gross salary is shown in **Annexure I**.
6. Composed of the following, namely:
Basic Rs. 156000, DA Rs. 46800, HRA Rs. 23400, Special Allowance Rs. 13800, (All components are per annum)
7. Other conditions of service are mentioned in **Annexure II**.

For British Wellness Pvt Ltd

Kartharaju K N

Head - Human Resources

Any Change of address of the employee shall be communicated to the employer. Please sign all the pages of this letter, as well as the annexure and mention your Full name and date against all your signatures as a token of your acceptance

Page 1 of 8

Samiran Das

British Wellness Pvt. Ltd.

GSTIN: 29AAJCB8205G1ZL CIN: U15400KA2021PTC148959

Head Office: No. 30, 10th Main, 5th Floor, Ashoka Pillar Road, II Block, Jayanagar, Bengaluru - 560011, Karnataka, India.
e-mail: info@britishwellness.in Phone: 080-40643777 / 779

Factory: No.410/1, Puttenahalli Main Road, J.P. Nagar, 6th Phase, Bengaluru - 560 078. Phone: 080-42120454

Mumbai
November 21, 2022

STAFF MEMO NO. : 635 / 2022-23

Effective 21st November, 2022 MR. SAYAN RAKSHIT is appointed as "TRAINEE NUTRITION PRAEFECTUS" and placed in Management Salary Grade "Y" He shall be paid basic of Rs.14,800/- per month.

He shall also be paid Special Allowance of Rs.1,450/- per month. This allowance shall not be taken into account for the purpose of Gratuity, Bonus etc and the same stands withdrawn from the date of his confirmation in the services.

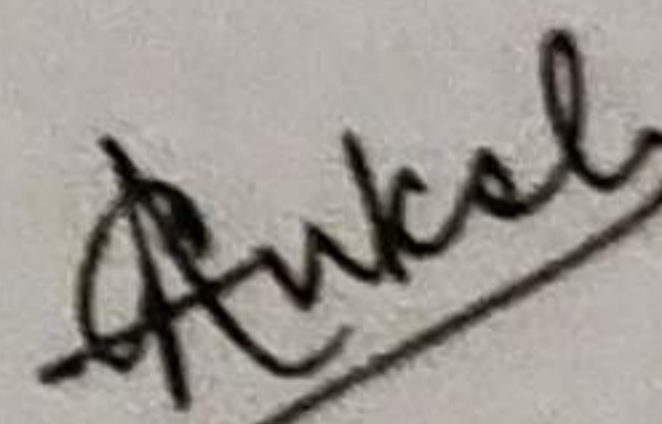
He shall undergo field training from 21st November, 2022 to 26th November, 2022.

Effective from the date of his appointment, He shall be eligible for all the allowances and benefits applicable to Grade "Y".

He shall be eligible for email charges of Rs.200/- per month provided his email ID is registered with the Company. The said allowance can be charged in the expense statement once in a month as mentioned in our Memorandum (Memorandum enclosed).

Effective 28th November, 2022 MR SAYAN RAKSHIT shall be posted at Mumbai Head Quarter with base town of operation as Burdwan and his Code No. is 11419 .

He shall be on probation for a period of one year. Imprest amount of Rs. 3000/- shall be paid to him.


SR. VICE PRESIDENT (PERSONNEL & MATLS)

Accounts ,

His DOB : 28.10.2000

Qualification : B.Com

Father's Name : Late Shri Swapan Kumar Rakshit

President & COO.
Sr. V P – Sales
ZNP / ANP
Branch : Kolkata
S.M.File

Phone : (91-22) 4085 6000
E-mail : contact@raptakos.com / international@raptakos.com
Web : www.raptakos.com



Raptakos, Brett & Co. Ltd.

CORPORATE OFFICE: 21A, MITTAL TOWER, 210, NARIMAN POINT, MUMBAI - 400 021

APPOINTMENT LETTER

November 21, 2022

MR. SAYAN RAKSHIT
Vill + PO Hatgobindapur
Dist. Purba Barddhaman
WEST BENGAL - 713 407

Dear Sir

Reference your application, we are pleased to offer you an appointment as 'TRAINEE NUTRITION PRAEFECTUS' on the following terms and conditions:-

1. Your appointment will be effective from **21st November, 2022** at **Mumbai Headquarter**.
2. Your base town of operation will be **Burdwan**.
3. You will be paid a total basic salary of **Rs.14,800/-** per month in Management Grade 'Y'. You shall also be paid Special Allowance of **Rs.1,450/-** per month. This allowance shall not be taken into account for the purpose of Gratuity, Bonusq etc. and stands withdrawn from the date of your confirmation in the services. In addition thereto, you will be paid other allowances and benefits as applicable to the post/grade for the time being in force or as varied from time to time.
4. You will be entitled to leave privileges, Provident Fund, Gratuity, Superannuation and other benefits according to the statutes or the rules framed by the Company from time to time.
5. Your services with the Company will be governed by rules and regulations as framed by the Company and for the time being in force or as may be varied from time to time.
6. On successful completion of your in-Company training, you will be allotted separate Headquarter. You will be on probation for a period of one year. Your services during probation may be terminated by the Company, without assigning any reasons, by giving one month's notice or salary in lieu of notice. However, should you desire to resign from the services of the Company during probation, you shall give to the Company one month's notice or salary in lieu of notice.
7. At the end of the probation period mentioned above, or any extension thereto, you will be confirmed in the services with this Company, provided your performance and all round progress is found to be satisfactory and you will be placed in the New Grade "X" i.e. Rs.15800-170-16650-EB-200-17650-EB-250-18900-EB-275-20275-EB-325-21900-EB-400-23900. You will also be entitled to other allowances and benefits as applicable to the above Grade.
8. Your services after confirmation may be terminated by the company, without assigning any reason, by giving 3 months notice or salary in lieu of notice. Should you desire to resign from the services of the Company, you shall give to the Company three month's notice or 3 months salary in lieu of notice period of your intention of the same. No leave of absence shall be granted during the notice period. Any absence during the notice period, will be treated as Without Pay and the notice period will be extended to the extent of the days remained absent. The Company may at its discretion, waive the notice and relieve you earlier. In such an event, you will be paid salary only upto the last date of your employment with the Company.

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Raptakos, Brett & Co. Ltd.

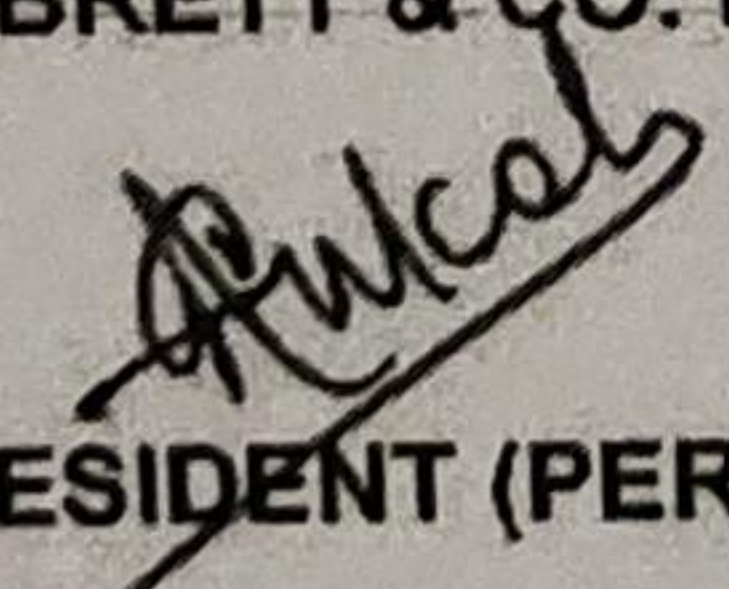
CORPORATE OFFICE: 21A, MITTAL TOWER, 210, NARIMAN POINT, MUMBAI - 400 021

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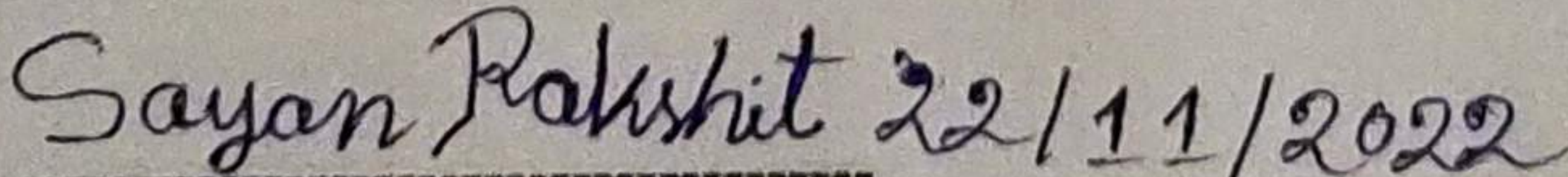
9. If you remain absent without prior written permission of the Management for more than seven consecutive days, it shall be deemed that you have voluntarily resigned from the services of the Company on your own accord and free will, without notice to the Company. The acceptance of your implied resignation as per Clause No. 07 hereinabove will be sent to you by Regd. A/D. Post to your local address available with the Company. The acceptance of your implied resignation as above shall be complete as soon as the letter to that effect is posted by Regd. A/D. to your last known local address available with the Company, even if the said letter is returned by the Postal Department undelivered, for any reason whatsoever.
10. It is expressly agreed and understood that the Management reserves the right to transfer you to any other Section/Department/Branch/Factory either of this Company or any of its Sister Concern, Subsidiary Companies or Holding Company existing or new, in any place in India. You are also liable to work in Shifts, should such a need arise and in such an event, you shall devote your whole time and attention to the services of the Company.
11. You shall not without prior permission from Management engage yourself in any trade or business or part-time service, with any person or persons, or firm or firms or Company or Companies. The intention being that you shall devote your whole time and attention to the services of the Company.
12. You shall not at any time or times without the written consent of the Management disclose, divulge or make known to any person or persons or firm or firms or Company, any of the confidential information, processes, formulae, technical know-how or other secret and confidential information relating to the business of the Company, which ought not to be disclosed, divulged or made known to the public, save and except under legal obligation.
13. This offer is made to you, subject to your passing the Medical Examination and also subject to the Management receiving favourable confidential reports from the references mentioned by you in your application.

If you accept the above mentioned terms and conditions of your employment with us, please return the duplicate of this letter, duly signed by you, in token of your having accepted the said terms and conditions of your employment with us.

Yours faithfully,
RAPTAKOS, BRETT & CO. LTD.


SR. VICE PRESIDENT (PERSONNEL & MATLS.)

I hereby agree and undertake to abide by the above mentioned terms and conditions of my employment with you.


22/11/2022

SIGNATURE & DATE

EMPLOYMENT AGREEMENT

THIS AGREEMENT is made

BETWEEN

Square Yards Consulting Pvt. Ltd.

A Company incorporated under Companies Act, 1956 in the Republic of India and having its Registered office B-3/96, Safdarjung Enclave, New Delhi-110029 (hereinafter called "the Company" which expression shall include its associated companies, successors and assigns) of the one part;

AND

Sagar Das, S/o. Sh. Goutam Das R/o. 5, No Ichlabad Sripally, Burdwan. (herein after referred to as the "the Employee" which expression shall include its successors and assigns) of the **other part**;

It is agreed that the Company will employ **Sagar Das** as **Management Trainee** of the Company on the particulars/ terms and conditions as laid down in the **Annexure A** to this Agreement appended hereto, and on terms and conditions as enumerated hereinafter in this Agreement:

1. DEFINITIONS AND INTERPRETATIONS

- 1.1. In this agreement the following words and phrases shall bear the meanings respectively ascribed to them, that is to say:
- a) "the Particulars" means the particulars incorporated in under the agreement as varied time to time as agreed by the parties to the agreement
 - b) "the Employee" means the individual defined under specific labour laws applying particularly to the company like Employee State Insurance Act, 1948.
 - c) "the Company" means a company registered under Companies Act ,1956 or Companies Act, 2013 named as Square Yards Consulting Pvt. Ltd. also includes its associated companies etc.
 - d) "the Associated Company" means a subsidiary and any other Company which is for the time being a holding Company of the Company
 - e) "Financial Year" means the financial year which shall run from the 1st day of April to the 31st day of March every year.
 - f) "Calendar Year" means the calendar year which shall run from the 1st day of January to the 31st day of December every year.
 - g) "Month" means a calendar month
 - h) References means references in this Agreement to any clause, sub-clause, schedule or paragraph without further designation shall be construed as references to the clause, sub clause, schedule or paragraph of this Agreement.
 - i) Any reference to a statutory provision shall be deemed to include a reference to any statutory amendment modification or re-enactment of it.
 - j) Words importing one gender include all other genders and words importing the singular include the plural and *vice versa*.

2. TERMS OF EMPLOYMENT

- 2.1. The employment of the Employee shall be deemed to have commenced on the date of actual reporting in the premises of the Company pursuant to the execution of this Agreement as per the terms and conditions / particulars laid down in the **Annexure A**. The Employee should disclose to the company in case any of his/her family member is related to any kind of real estate business.
- 2.2. The Employee will be initially appointed by the company with the position title and corporate title (If applicable) as incorporated in **Annexure A**. The firm may amend the position and/or corporate title of the Employee, as thinks appropriate in the future to align the employee's role with the applicable policies, procedures or practices at the company.



3. NATURE OF EMPLOYMENT AND DUTIES OF EMPLOYEE

The Employee shall during his/her employment with the Company under this Agreement:

- 3.1. Perform the duties and exercise the powers which the Company may from time to time properly assign to him/her in his/her capacity or in connection with the business of the company or any of its associated company.
- 3.2. The Employment shall be full-time Employment and the Employee shall not undertake any reward for work other than the duties which he is required to perform under this Agreement.

4. HOURS OF EMPLOYMENT

- 4.1. The Employee shall comply with the normal working hours of the company, as directed by the Company, or in the absence of such direction, as published in the employee's handbook provided by the Company at the joining of the employee and also as amended from time to time by the management.

5. PRESENT POSTING AND FUTURE TRANSFERS

- 5.1. The Employee's place of employment shall be at the Company's offices as set out in the **Annexure A**. But, the Company is entitled to require the employee to work at any other place of business of the Company including offices are in existence or to be planned in the future, whether on temporary or permanent basis on the terms and conditions as are applicable to such transfer in accordance with the then applicable rules, regulations and policies of the Company.
- 5.2. The Employee shall, in the performance of his/her duties, may be required to travel from his/her place of employment to anywhere within the country or abroad.

6. REMUNERATION, BENEFITS AND DEDUCTIONS

- 6.1. Subject as hereinafter provided the Company shall pay to the Employee during the continuance of his/her employment hereunder a salary (bifurcated into Fixed components and Performance linked components) specified in the Particulars of Employment as set out in the **Annexure A**.
- 6.2. Performance linked components, if any are payable monthly subject to achievement of the minimum performance criteria as defined by the management from time to time. Depending on the performance of the Employee, he/she may qualify to receive only partial or full amount of the performance linked allowances.
- 6.3. The said salary shall be reviewed by the Company on an annual basis (As per applicable appraisal cycle), and any such revision of salary shall take effect from such time and in such manner as the Company shall in its sole discretion think fit.
- 6.4. Except as expressly provided by this Agreement the Employee shall not be entitled to any salary in respect of any period during which he/she fails or be unable, from any cause, to perform all or any of his/her duties without prejudice to any right of action accruing or accrued to either party in respect of any breach of this Agreement.
- 6.5. The Company shall deduct a proportionate amount from the Employee's fixed remuneration for every day of absence beyond the permissible limit of leaves available to the employee during the calendar month/ financial year. The Company at its own discretion may provide relief with respect to the deduction made on account of his/her absence from the employment provided his/her absence is due to incapacity through illness or injury and the Employee produces to the Company without any delay the certificate of a duly qualified medical practitioner stating the cause of such incapacity.
- 6.6. All monetary or non-monetary entitlements granted to the Employee, whether by way of Salary, Bonus or otherwise, shall be subject to the statutory deductions like Provident Fund contribution, ESI / Medical Insurance Contribution, LWF Contribution, Income Tax (TDS) or any other statutory deduction for which the Company is liable to deduct as prescribed under various laws applicable to the Company.
- 6.7. Unless specifically stated in the Particulars, bonus or any other benefits provided by the Company to the Employee, irrespectively of its nature and of its either temporary or repetitive provision, will always be treated as a benefit voluntarily provided by the Company to the Employee and will not in any way consist a legal obligation of the Company under this Agreement.
- 6.8. The Company shall pay, or reimburse to the employee for only pre-approved, reasonable and adequately substantiated – travel, accommodation, communications or any other related expenditure incurred in connection with the performance of the duties assigned by the Company, subject to the policies framed by the Company. These may be contingent on performance threshold as defined from time to time.
- 6.9. Employee will be covered under a comprehensive Medical Insurance and Accidental Coverage as detailed in the Company's employee handbook and amended from time to time as the Company deems appropriate.



- 6.10 The Company reserves the right to cancel or modify the benefits of plan and programmes, its offers to its employees at any time provided that such cancellation, shall be carried out in a manner that it does not discriminate between employees of the same level. None of rights of the Employee, to receive any form of compensation payable pursuant to this offer may be assigned or transferred except by operation of law.
- 6.11 The Company shall bear cost of Employment Pass/ Work Visa/ Business Visa and other relocation charges, as may be applicable and approved from time to time, for its employees. Such cost or charges along with any incidental charges paid by the Company towards covering expense of relocation or Visa will become payable from the employee to the Company in case his or her employment is ceased, whether initiated by the Company or the employee, within one year of such expenses being outlaid. In case of cessation of employment within 12 months of such expenses being borne by the Company, these will be recovered from the last salary or full & final settlement of the employee, whichever is applicable.
- 6.12 Any accrued incentive or bonus will be payable only if the employee status is active and not resigned as on the day of incentive or bonus pay out. In case the employee has resigned or is inactive in the system on such date, the accrued incentive & bonus will lapse. The variable incentives can also be negative in case the targets are not achieved. The basis of calculating the variable incentives (both positive & negative) is included in the Compensation policy uploaded on Square Beats. The Compensation policy will be subject to change from time to time at the sole discretion of the company.

7. PROBATION PERIOD & CONFIRMATION OF EMPLOYMENT

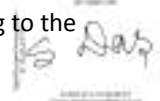
- 7.1. The Employee shall be employed on a probationary basis for a period of **6 months** from the date of commencement of his/her employment, or for such extended time as the Company may decide.
- 7.2. The Company may thereafter confirm the employment of the Employee after he/she has completed the probationary period or the extended probationary period as the case may be. Such confirmation shall be communicated to the employee via e-mail communication.

8. LEAVES & HOLIDAYS

- 8.1. The Employee shall be entitled to a total of **32 total leaves** (in addition to public and statutory holidays) for every financial year, as mentioned in the Employee Handbook.
- 8.2. The Employee shall be entitled in each calendar year **10 public and statutory holidays**. These holidays will be declared at beginning of each calendar year.
- 8.3. All holidays shall be approved within appropriate timelines as provided by the Company, from time to time.
- 8.4. The employee will be eligible to avail One (1) compensatory leave in every month during the probationary period. Holiday allowance does not accrue during the probationary period.

9. TERMINATION

- 9.1. The Employee's employment with the Company may be terminated by either party giving to the other party notice in writing or salary in lieu of notice as set out in **Annexure A**. In this case, the Employee shall not be entitled to leave pay.
- 9.2. The Company shall have the right summarily to terminate the Employment without notice or payment of compensation in any of the following events:
- If the Employee is guilty of fraud, dishonesty or misconduct or commits any act which in the opinion of the Company is likely to bring the Company or any officers or employees of the Company into disrepute whether or not such dishonesty, misconduct or act is directly related to the affairs of the Company.
 - If the Employee is adjudged bankrupt or makes a composition with his/her creditors.
 - If the Employee commits any material breach of his/her duties or obligations under this Agreement.
 - If the Employee is discovered to have made or given any false statement or answer to any question in connection with the Company's Employment application form or any Curriculum Vitae submitted to the Company concerning such Employee.
 - Habitual absence without approval of leaves.
 - Habitual neglect of work or gross or habitual negligence.
 - Commission of any act not in conformity with discipline or good behavior.
 - Seeking or giving illegal gratification.
 - Offering or passing kickbacks or any other kind of monetary reward to clients of the Company unless otherwise permitted under the company policies
 - If the employee provides any false statement about his/her family background as he agreed at the time of joining.
- 9.3. Upon the termination of the Employee's employment (howsoever arising) the Employee shall return to the Company all documents, records, items and materials in his/her possession or custody belonging to the



Company or its clients and the Employee shall not retain any copies (including electronic or soft) thereof.

- 9.4. Depending on the duration of the employment with the Company, the employee may be entitled to statutory payments at the time of termination of employment.
- 9.5. Upon termination, the Company shall pay the amounts accrued to the employee after making necessary & permissible deductions of such sums which are due to be paid by the employee to the Company, within 90 days from the termination.
- 9.6. Employee and the Company are free to terminate their employment relationship at any time for any reason, with or without cause, or for no reason at all, with a written notice. The notice period shall be dependent on the status of employment i.e. on probation or confirmed and is mentioned in **Annexure A**.
- 9.7. If such termination of the employment is initiated by the employee, then the Company may, at its sole discretion either accept such resignation immediately or not, provided that, the Company may choose to pay to the employee or may buy out the salary in lieu of balance period of his/her notice period. However, the employee has to serve the required notice period, if the resignation is accepted by the Company.
- 9.8. The employee would undertake to refund all expenses and costs that may be incurred by the Company on the employee towards any joining bonus paid to the employee at the time of beginning of employment with the Company, in the event the employee initiates the termination of the employment within twelve (12) months from the date of commencement of the employment with the Company.
- 9.9. At the time of separation from the Company, employee undertakes to refund all loans, salary advances granted by the Company for employee's personal usage.

10. GENERAL

- 10.1. **Non-waiver:** No delay, failure or omission on the part of the Company to exercise any of its powers, rights or remedies under this Agreement will operate as a waiver of them nor will any single or partial exercise of any such powers, rights or remedies preclude any further exercise of them.
- 10.2. **Additional Remedies:** Notwithstanding anything contained in this Agreement, the Parties acknowledge that in addition to any remedy available to the Company, whether provided herein or conferred by statute, civil law, common law, custom, trade, or usage, the Company shall be entitled to obtain an injunction against the Employee from a civil court of competent jurisdiction.
- 10.3. **Additional Conditions:** Employee has read and shall always abide by the terms and conditions as stipulated in the employee's hand book, HR Policies including Compensation and Benefits policy, Reimbursement policy, Leave Encashment policy, etc as disseminated through any channels to the employee and these Policies may be amended from time to time as per the sole discretion of the Company.
- 10.4. **Severability:** If any provision of this Agreement is held by a court of competent jurisdiction to be illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision which is valid and enforceable and most nearly reflects the original intent of the invalid or unenforceable provision.
- 10.5. **Employee's Representations and Warranties:** The Employee confirms that he has carefully read and fully understands all the provisions of this Agreement. The Employee represents that he (i) is familiar with the foregoing covenants not to compete and not to solicit and the reasons therefor, and (ii) is fully aware of his/her obligations under this Agreement including, without limitation, the reasonableness of the length of time, scope and geographic coverage of these covenants.
- 10.6. **Accountability:** In the event of a breach of Confidentiality agreement without prejudice to any right conferred by law on the Company, the Employee hereby agrees that he shall indemnify the Company for all costs (including but not limited to legal costs on an indemnity basis), loss and damage suffered by the Company or alternatively to make good to the Company all profits or gains made by the Employee or the Employee's spouse, family members or relatives by reason of the Employee's breach of any of his/her duties to the Company or to the Company's clients.
- 10.7. **Jurisdiction and Dispute Resolution:** This Agreement shall be governed by and construed in accordance with the laws of India and shall be under the exclusive jurisdiction of the High Court of Delhi. Any dispute between the Parties shall be finally settled through arbitration conducted in New Delhi in accordance with the Arbitration and Conciliation Act, 1996. A sole arbitrator shall be appointed jointly by the Parties within 30 days of either Party requesting the other to suggest or approve a sole arbitrator. If the Parties fail to agree on a sole arbitrator within the 30 days period mentioned above, then either Party may make application to the High Court of Delhi for appointment of the arbitrator under the provisions of Arbitration and Conciliation Act, 1996.
- 10.8. **Entire Agreement:** This Agreement and its Exhibits, constitutes the entire understanding relating to terms of employment between the Employee and the Company and supersedes all prior offers, agreements, statements or representations, written or oral between the Parties. Further, the Employee acknowledges and agrees that, as of the date of this Agreement, the Employee has no former claims of any nature, whatsoever against the Company.



IN WITNESS whereof the parties hereto have hereunto set their hands the day and year first herein before written.

SIGNED
for and on behalf of
Square Yards Consulting Pvt. Ltd.



Authorised Signatory

Date

All Terms and Condition
Accepted:

(Name of Employee)



CONFIDENTIALITY AGREEMENT

In consideration of an Employee's employment with The Company, employees will be exposed to information and materials relating to the affairs, transactions, operations, methods of doing business, research and development, know-how, customers, trade secrets, financial methods, computer programs, and other confidential or proprietary information or trade secrets of the Company, its Associated Companies, Business Partners, Distributors, Resellers, Customers and End-Users.

An Employee agrees to take all appropriate action, whether by instruction, agreement or otherwise, to ensure the protection, confidentiality and security of the Confidential Information of the Company.

1. Under CONFIDENTIALITY, Employee agrees:

- a. Electronic information exchange or office emails are to be used in furtherance of Company's business only. No employee should use the electronic information systems to espouse personal, political or religious views or solicit support for any cause or event. Such act by employee is subjected to immediate internal inquiry by the management.
- b. Not to use, acquire or copy any Confidential Information in whole or part without prior authorisation in writing from a designated official of the Company.
- c. To retain the Confidential Information as strictly confidential and as a trade secret of the Company; and
- d. Not to use or cause to be used, nor to disclose or otherwise make available directly or indirectly the Confidential Information except for and on behalf of the Company when authorised to make such disclosure on a confidential basis or to recipient authorised by the Company and having a valid contract with terms satisfactory to Square Yards Consulting Pvt. Ltd. under which its nature as confidential information and as a trade secret is respected and the recipient promises to retain it in confidence.

Upon termination of employment, Employee agrees to surrender to the Company all tangible & non-tangible forms of the Confidential Information that he may then possess or have under his/her control.

2. INTELLECTUAL PROPERTY shall include:

- a. If during the course of his/her work for the Company (whether in the course of normal duties or not and whether or not during normal working hours), the Employee makes, or participates in the making of any design (whether registered or not) or any work in which copyright and/or database rights subsist, the Employee hereby assigns to the Company with full title guarantee and, where appropriate, by way of future assignment, all such rights for the full term thereof throughout the world, provided that the assignment shall not extend to those designs or works which are created by the Employee wholly outside his/her normal working hours and wholly unconcerned with his/her service under this Agreement.
- b. All technology infrastructure of the Company and its employees, whether specifically licensed or furnished as part of The Company equipment rented, purchased or loaned and Software Service for them. Technology infrastructure shall mean machine instructions whether denominated software wherever resident and on whatever media and all related documentation and software.
- c. All other information and material of The Company and its Employees, relating to design, method of construction, manufacture, operations, specifications, use and service of the Company and its Employees equipment and components, including notebooks, reports, process data, test data, performance data, inventions and all documentation therefore and all copies.
- d. Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to The Company and its Employees if disclosed.
- e. The Company's staff list, Customer and prospective customer list.

Employee agrees to retain Intellectual Property as strictly confidential and a trade secret of The Company Employee agrees not to use or cause to be used The Company and its Employees' Intellectual Property except for or on behalf of The Company.

Upon termination of employment, employee agrees to surrender to The Company all tangible & non-tangible forms of Company's Intellectual Property, which he/she may then possess or have under his/her control.

3. EXCLUSIVITY OF SERVICE shall include:

The Employee shall not during the continuance of this contract, except with the knowledge and consent of the Company embark, engage or interest himself/herself whether for reward or gratuitously in any activity which would interfere with the performance of the Employee's duties with the Company or which to his/her knowledge would constitute a conflict of interest with the business of the Company.



4. AGREEMENT NOT TO COMPETE OR SOLICIT shall include:

- a. Throughout this Agreement with the Company, and for a period of 12 months following the termination of this Agreement, the Employee will not directly or in association with others, compete with any of the business activities in which the Company or any of its associated companies become involved, anywhere in the world, during the period of this Agreement.
- b. The foregoing restriction on competition and solicitation will preclude without limitation:
 - I. Selling or soliciting sales of products and services which compete with the Company or any of its subsidiaries, and
 - II. Accepting employment in a related business area with or acting as a representative or agent of a current customer of the Company or any other person or entity which competes with the current business of the Company during the period of this Agreement.
 - III. In order to protect its business interest, the Company, reserves the right of not providing full-fledged work during the Employee's required contractual probation period and may require Employee not to attend the place of work whilst remaining employed for the contractual probation period. During this probation period, the employee will not be permitted to work for anyone else.
 - IV. Either alone or in association with others (i) solicit, or encourage any organization directly or indirectly controlled by the Employee to solicit, any employee of the Company or any of its subsidiaries to leave the employ of the Company or any of its subsidiaries, (ii) solicit for employment, hire or engage as an independent contractor, or permit any organization directly or indirectly controlled by the Employee to solicit for employment, hire or engage as an independent contractor, any person who was employed by the Company or any of its subsidiaries at any time during the term of the Employee's employment with the Company or any of its subsidiaries.

While the restrictions aforesaid are considered by the Company and the Employee to be reasonable in all the circumstances, it is agreed that if any one or more of such restrictions shall either taken by itself or themselves together be adjudged to go beyond what is reasonable in all the circumstances for the protection of the Company's legitimate interest but would be adjudged reasonable if any particular restriction or restrictions were deleted or if any part or parts of the wording thereof were deleted, restricted or limited in any particular manner, then the said restrictions shall apply with such deletions, restrictions or limitations, as the case may be.

IN WITNESS whereof the parties hereto have hereunto set their hands the day and year first herein before written.

SIGNED
for and on behalf of
Square Yards Consulting Pvt. Ltd.



Authorised Signatory

Date

All Terms and Conditions
Accepted:

(Name of Employee)



ANNEXURE A

PARTICULARS OF EMPLOYMENT

<u>The Company:</u> Square Yards Consulting Pvt. Ltd. Corporate Address: B-3/96, Safdarjung Enclave, New Delhi-110029	
<u>The Employee:</u> Sagar Das 5, No Ichlabad Sripally, Burdwan.	
<u>Job Title:</u> Management Trainee	
<u>Compensation:</u> - Annual Gross CTC: 300,000	
<u>Employee ID:</u> SQY41532	<u>Department:</u> Primary Sales India
<u>Job Location:</u> Hyderabad - Smartworks	<u>Date of Joining:</u> 04-Jul-2023
<u>Notice Period:</u> During Probation: 0 days After Confirmation: 15 days	

The Company shall employ the Employee and the Employee shall serve the Company in the capacity referred to under Job Title on and from the Commencement Date until this agreement shall be terminated on the terms and conditions set out herein.

IN WITNESS whereof the parties hereto have hereunto set their hands the day and year first herein before written.

SIGNED
for and on behalf of
Square Yards Consulting Pvt. Ltd.

All Terms and Conditions
Accepted:



Authorised Signatory

(Name of Employee)

Date



ANNEX B- CTC Breakup**Sagar Das (SQY41532)**

	Yearly CTC	Monthly CTC
CTC	300,000	25,000
Earning		
Basic	195,000	16,250
HRA	83,400	6,950
Statutory Bonus	0	0
Performance Linked Payout	0	0
Special Allowance	0	0
Lunch	0	0
LTA	0	0
Uniform Allowance	0	0
Children Allowance	0	0
Books & Periodicals	0	0
Telephone allowance	0	0
Car Running & Maint	0	0
Statutory Benefits		
PF (Employer Part)	21,600	1,800
LWF (Employer Part)	0	0
ESIC (Employer Part)	0	0
Gratuity	0	0
Monthly Gross	278,400	23,200
PF (Employee Part)	21,600	1,800
LWF (Employee Part)	0	0
ESIC (Employee Part)	0	0
P TAX	2,400	200
PA Cover	180	15
Mediclaime	4,800	400
Net Pay	249,420	20,785
Variable Amount	150000	12500
Total	450,000	37,500

Variable Amount - Variable Amount Performance Based Incentive

IN WITNESS whereof the parties hereto have hereunto set their hands the day and year first herein before written.

SIGNED
for and on behalf of
Square Yards Consulting Pvt. Ltd.

All Terms and Conditions
Accepted:



Sapan Corp.

Authorised Signatory

Date

(Name of Employee)

S Sapan

Sapan Corp.



To

The

Principal
Dr. Bhupendranath Dutta Smriti Mahavidyalaya
Barpeta

Subj: Verification of Study/Education Qualification

Ref. Memo. No Vr.

1952/5/22

Date

31/10/22

Sir,

Kindly arrange to verify the study of the following student of your Institution and send a report to the undersigned mentioning his/her date of birth and class with year of passing through the bearer of this letter.

This is urgently required for completion of VR of the candidate for appointment in Govt. service.

Thanking you in anticipation.

Yours Sincerely,

SI of Police

DIB, Barpeta Barpeta

Dated

2/11/22

name - Kartick Maity
S/O Krishna Maity

Passed - BSC (H)

Year - 2014



To Principal
The Hatgobindapur Dr. B. B. S. Mahavidyalaya

Sub.: Verification of Study/ Educational Qualification.

Ref.: Memo No. Vr- 13/01/23

Dated 10/01/23

Sir,

Kindly arrange to verify the study of the following student of your Institution and send a report to the undersigned mentioning his/her date of birth and class with year of passing through the bearer of this letter.

This is urgently required for completion of VR of the candidate for appointment in Govt. service.

Thanking you in anticipation.

Yours sincerely,

S.I. / ASI. of Police
D.I.B. Purba Bardhaman

Dated 17/01/23

Name - Kamal Karanakar
S/o Dhananjay Karanakar
Passed - BA(H) in Amritsar
Year - 2007

Kamal Karanakar



The Principal, Dr. Bhupendra Nath Dutta
Smriti Mahavidyalaya
Dist. Purba Bardhaman

Sub.: Verification of Study/ Educational Qualification.

Ref.: Memo No. Vr- 42/5/23

Dated: 13/1/23

Sir,

Kindly arrange to verify the study of the following student of your institution and send a report to the undersigned mentioning his/her date of birth and class with year of passing through the bearer of this letter.

This is urgently required for completion of VR of the candidate for appointment in Govt. service.

Thanking you in anticipation.

Yours sincerely,

Pintu Das

st./ ASI. of Police
O.I.B. Purba Bardhaman

Dated: 23/1/23

Name of student

Trijit Ranjan Samanta
Sb. Tapas Kumar Samanta

Year Passed
2015

Passed
B.Sc.



The Principal, Dr. Bhependra Nath Dutta
Srinity Mahavidyalaya
Dh. Purba Bardhaman

Sub.: Verification of Study/ Educational Qualification.

Ref.: Memo No. Vr- 34/e/23

Dated: 27/1/23

Sr.

Kindly arrange to verify the study of the following student of your Institution and send a report to the undersigned mentioning his/her date of birth and class with year of passing through the bearer of this letter.

This is urgently required for completion of VR of the candidate for appointment in Govt. service.

Thanking you in anticipation.

Yours sincerely,

Pintu Das

62/ ASI. of Police
D.I.B. Purba Bardhaman

Dated: 14/2/23.

Name of Student

Bidhan Rajmoda

Sto- Kanu Rajmoda

Year passed
2019

Passed
Graduate.



10

To
The Principal of
Dr. B. N. Datta Mahavidyalaya
Hatgobindapur

Sub.: Verification of Study/ Educational Qualification.

Dated 25/02/23

Ref.: Memo No. Vr 79/c/23

Sir,

Kindly arrange to verify the study of the following student of your institution and send a report to the undersigned mentioning his/her date of birth and class with year of passing through the bearer of this letter.

This is urgently required for completion of VR of the candidate for appointment in Govt. service.

Thanking you in anticipation.

Yours sincerely,

Tapan K. Karfa

S.I./ASI. of Police

D.I.B. Purba Bardhaman

709420495

Dated 01/03/23

Samsat paramanick Passed B.A. 3 years Degree Course
in the year 2016.

To

The

Principal.
Hatgabihela p.w. College.
Hatgabihela p.w.



Subj. Verification of Study/Education Qualification

Ref. Memo. No Vr. 529/9/23

Date..... 22/5/23

Sir,

Kindly arrange to verify the study of the following student of your institution and send a report to the undersigned mentioning his/her date of birth and class with year of passing through the bearer of this letter.

This is urgently required for completion of VR of the candidate for appointment in Govt. service.

Thanking you in anticipation.

Dated 1/05/23

Yours Sincerely,

SI/ASI, of Police
DIB, Baria Barillaaman

Name - Apurba Roy
S/o Sukumar Roy
Passed - BSC (Math)
Year - 2014



Principal
Dr. Bhupendra Nath Dutta Smriti Mahavidyalaya
Hatganadepura, Purba Bardhaman.

Sub.: Verification of Study/ Educational Qualification.

Ref.: Memo No. Vr- 1853/S/22

Dated: 21/8/22

Kindly arrange to verify the study of the following student of your institution and send a report to the undersigned mentioning his/her date of birth and class with year of passing through the bearer of this letter.

This is urgently required for completion of VR of the candidate for appointment in Govt. Service.

Thanking you in anticipation.

Yours sincerely,

Jubir Khan Ali

S.I. / ~~Asst.~~ of Police
D.I.B. Purba Bardhaman

Dated: 22/8/22

Sujit Mohanta s/o - Shantimoy Mohanta
Or Chandandighi, PS - Dewandighi, Purba
Bardhaman passed B.A(H) Geography
in the year 2018



To
The Principal

Dr. Bipendra Nath Datta S. Mahavidyalaya

Sub : Verification of study/Educational Qualification

Ref : MEMO NO. Vr- 888(2)/S/22 dated. 25/7/22

Sir,

Kindly arrange to verify the study of the following student of your Institution and send a report to the undersigned mentioning his/her date of birth and class with year of passing through the bearer of this letter.

This is urgently required for completion of VR of the candidate for appointment in Govt. service.

Thanking you in anticipation.

Yours sincerely,

Dated. 21/9/22

Rajyan K. Datta
ADDO SAKHIGARH
dt-21/9/22

- ① Anura Chakraborty
D/o Ramprasad Chakraborty
- Passed BA (H) in the year 2010
(copy enclosed)



26/8/20
Main

To
The Principal DR. Bhupendra Nath Dutta
Smriti Mahavidyalaya
Dis. Purba Bardhaman

Sub.: Verification of Study/ Educational Qualification.

Ref.: Memo No. Vr- 114/8/12

Dated 22/8/20

Sir,

Kindly arrange to verify the study of the following student of your institution and send a report to the undersigned mentioning his/her date of birth and class with year of passing through the bearer of this letter.

This is urgently required for completion of VR of the candidate for appointment in Govt. service.

Thanking you in anticipation.

Yours sincerely,

Dual C. Ghosh
S.I. / ASI of Police
D.I.B. Purba Bardhaman

Year Passed
2012

passed
BA

Dated 22/8/20
Name of Student
Rabi Dutta
Sr. Kajal Dutta



276/22
main

To
The Principal Burdwan Dr. Bhupendra
Dutta Smriti Mahavidyalaya
At Gopindapur

Sub: Verification of Study/ Educational Qualification.

Ref.: Memo No. Vr- 1234/5/22

Dated 29-8-22

Sir,

Kindly arrange to verify the study of the following student of your Institution and send a report to the undersigned mentioning his/her date of birth and class with year of passing through the bearer of this letter.

This is urgently required for completion of VR of the candidate for appointment in Govt. service.

Thanking you in anticipation.

Yours sincerely,

Dual C. Ghosh

S.T. / ASI. of Police
D.I.B. Purba Bardhaman

Date: 01-09-22

name of student

Dibyendu Banik

Sl- Dilip Banik

year passed
2014

passed
B.A.
Eng - H



To
The Controller of Examinations
The University of Burdwan.

Sub : Verification of study/Educational Qualification

Ref : Memo No. Vr- 1126/S/22 dated. 09/08/22

Sir,

Kindly arrange to verify the study of the following student of your Institution and send a report to the undersigned mentioning his/~~her~~ date of birth and class with year of passing through the bearer of this letter.

This is urgently required for completion of VR of the candidate for appointment in Govt. service.

Thanking you in anticipation,

Yours sincerely,

Dated. 7/9/22

Kalyan Kr. Datta
ADDO Sakshigash
dt - 7/9/22

- ① Dibyendu Ta
S/o Kalyana Sindhua Ta
— Passed BA(H) in the year 2010.
(copy enclosed)
-



To
The Principal...

Dr. Bhupendra Nath Datta Smriti Mahavidyalaya,

Sub : Verification of study/Educational Qualification

Ref : MEMO NO. VR- 1405(2)/S/22 Dated... 15/10/22

Sir,

Kindly arrange to verify the study of the following student of your Institution and send a report to the undersigned mentioning his/~~her~~ date of birth and class with year of passing through the bearer of this letter.

This is urgently required for completion of VR of the candidate for appointment in Govt. service.

Thanking you in anticipation,

Yours sincerely,

Kalyan Kr. Datta
ADDO Sakshigash

Dated. 7/11/22

dt- 7/11/22

① Trinayan Banerjee

S/o Prabir Banerjee

— Passed BA exam in the year 2017.

(copy enclosed)



To
The Principal....

Dr. Bhupendra Nath Datta Smriti Mahavidyalaya

Sub : Verification of study/Educational Qualification

Ref : Memo No, VR-1710(2)/S/22 Dated.. 2/11/22

Sir,

Kindly arrange to verify the study of the following student of your Institution and send a report to the undersigned mentioning his/her date of birth and class with year of passing through the bearer of this letter.

This is urgently required for completion of VR of the candidate for appointment in Govt. service.

Thanking you in anticipation,

Yours sincerely,

Dated. 7/11/22

Kalyan K. Datta
ADDO Saretyash
At 7/11/22

- ① Ananda Raibartya
S/o. Prodip Kumar Raibartya
— Passed BA exam in the year 2019
(copy enclosed)



10th January 2023

OFFER AND APPOINTMENT LETTER

Dear Mr. **Ayush Debnath**,

We are pleased to appoint you for the role of **Associate – Internal Audit** in Bharat Financial Inclusion Limited (100% Subsidiary of IndusInd Bank Limited) having its registered office at One World Centre, Tower 1, 8th Floor, 841 Senapati Bapat Marg, Elphinstone, Mumbai – 400013 and Head Office at 3rd Floor, My Home Tycoon, Block A, 6-3-1192, Kundanbagh, Begumpet, Hyderabad-500 016, Telangana, India (hereinafter referred to as BFIL or "the Company"), subject to your acceptance of the Terms and Conditions of Employment as follows:

APPOINTMENT

The terms governing this appointment will be effective from the date of joining. The duration for determining the period for confirmation of service/ or any other policy matter shall be reckoned from the date of your joining duty.

REPORTING AND RESPONSIBILITIES

You will be reporting to **Assistant Manager – Internal Audit** or whosoever the Company may subsequently specify. In your assignment you will be required to perform duties as more particularly laid down in the Job Description for your position.

POSTING AND TRANSFER

Your initial posting will be at **Burdwan - RO**. However, your services are liable to be transferred, at the sole discretion of Management, in the same position or such other capacity as the Company may determine, to any department / division / location at any place in India, whether existing today or which may come up in future. In such a case, you will be governed by the provisions mentioned explicitly in the transfer policy.

REMUNERATION

The Company shall pay during the continuance of your employment hereunder, an annual CTC of **Rs.2,20,000/- per annum (inclusive of maximum performance bonus payout)**. Your total minimum monthly gross salary not including bonus will be **Rs.14,826/- (in words: Rupees Fourteen Thousand Eight Hundred Twenty Six Only)**. The Salary Sheet is annexed herewith as **Annexure – 1**.

Signature of the employee.....
(Signifying acceptance)

Page 1 of 7



AXISB/LOA/RH1074524/73974
28/11/2022

Ankana Ganguly
8597037648

LETTER OF APPOINTMENT

Dear Ankana,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Assistant Manager in RB - BB, RL & Products.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual compensation payable to you will be INR 2,92,945 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

5. Probation Period

- 5.1 The nature of your employment is Permanent, however you will be on probation for a period of 6 (six) months from the date of your joining. This period may be extended upto a maximum of 6 months in two tranches of 3 months each, if further assessment and observations are considered necessary on the sole discretion of the Management. Thereafter, on failure to be confirmed in the service of the Bank, your employment shall be terminated on account of non-confirmation of service.
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
- 5.3 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.
- 5.4 Notwithstanding what is stated above, the bank reserves the right to confirm you in the services of the bank even during the extended period, provided, the extension of probation was solely due to non-completion of the joining formalities and such formalities are completed within the said period.

6. Mandatory Induction Certification

- 6.1 Induction Certification is a mandatory requirement for Confirmation - post completion of probation period.
- 6.2 100% attendance and 100% assessment clearance is required to be Induction Certified.
- 6.3 Non-adherence to Induction certification may lead to the following:
 - 6.3.1 You will not be able to join your team till you are Induction Certified.
 - 6.3.2 Not attending induction session on a particular day will result in loss of pay.
 - 6.3.3 Not meeting the attendance and assessment criteria within the stipulated time period would result in termination of services.

7. Transfer

- 7.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
- 7.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
- 7.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

8. Separation/ Retirement

- 8.1 Separation during probation
 - 8.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
 - 8.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.
- 8.2 Separation after Confirmation:
 - 8.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
 - 8.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.
- 8.3 Separation arrangement
 - 8.3.1 Voluntary resignation should be initiated on the exit management portal of the Bank. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.

8.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

8.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.

8.3.4 It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.

8.4 Retirement

8.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

9. Reimbursement of Notice Period Pay

In certain cases of business criticality, the Bank, at its discretion and post approval from the Head - Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-

- 9.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.
- 9.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

10. Conditions precedent /Joining formalities:

Your appointment and subsequent joining is subject to the following:

- 10.1 Submission of self-declaration of medical fitness provided on our onboarding portal.
- 10.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.
- 10.3 Submission of all necessary documents:
 - 10.3.1 Self-attested copies of all your degrees, professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.
 - 10.3.2 Proof of date of birth
 - 10.3.3 Copy of Pan Card and Address Proof
 - 10.3.4 One recent passport size color photograph
 - 10.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer
- 10.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 1 month from the date of joining, failing which your salary after 1st month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in the acts of Commission / Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining.



Kindly note that Axis Bank does not charge any money/deposit for giving employment offers/conducting employment interview, to anyone seeking a job at the bank, nor does it appoint any agent/agency/individuals to make or issue offers of employment/benefits on its behalf.

For any further information / clarifications please feel free to contact:-

Subhadip Datta

Subhadip.Datta@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Suresh Mehra', with a horizontal line underneath.

Suresh Mehra,

Head - Talent Acquisition

Human Resources



GOVERNMENT OF WEST BENGAL
FINANCE (REVENUE) DEPARTMENT
BARDHAMAN EXCISE DIVISION

Ghosh Mansion (2nd Floor), Near Ullas Junction,
Durgapur Expressway (NH-2),
P.O. Joteram, District-Purba Bardhaman-Pin-713404
e-mail:bdnexcdiv@gmail.com / dcdbn.wb-excise@gov.in

Memo.No. CR-01/2022-23/ 641 /BDN-EX-DIV

Dated :-28.11.2022

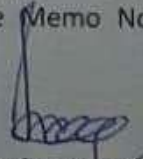
From : Joint Commissioner of Excise,
Bardhaman Excise Division.

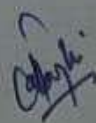
To : Sri Ananda Kaibartya (FWTR No. 262803901),
S/O – Prodip Kumar Kaibartya,
Vill.- Kuchut, P.O.- Kuchut,
P.S.-Memari, Dist.-Burdwan East, W.B.,
PIN-713407.

He/She is hereby appointed, on purely temporary basis, to the post of Excise Constable under the Bardhaman Excise Division, under the Finance (Revenue) Department, Govt. of West Bengal in the Scale of Pay, i.e., Pay Matrix Level-6 (Rs.22,700/- to Rs.58,500/-) as per West Bengal Services (Revision of Pay and Allowance) Rules, 2019 plus usual allowances as admissible under the existing rules subject to the following conditions, viz :-

1. That he/she submits for the purpose of entry into the Government Service a declaration of his/her age in prescribed form (obtainable from the office) along with the documents from the appropriate authority showing his/her date of birth in support of his/her declaration;
2. That he/she takes oath or makes affirmation in the prescribed form (obtainable from the office) both in writing and orally before the appropriate authority;
3. That his/her service shall be governed by all rules and regulations of the Government of West Bengal issued from time to time including the West Bengal Service (Duties, Rights and Obligations of the Government Employees) Rules,1980;
4. That he/she submits within a period of 3(three) months from the date of his/her joining in the post of Excise Constable, his/her first declaration of assets in terms of Rule 3(6) of West Bengal Service (Duties, Rights and Obligations of the Government Employees) Rules, 1980 showing his/her assets as they stood on 1st January, 2022 for his/her year of joining and shall thereafter submit such statement every year within stipulated date as per existing rules;
5. That he/she shall be liable to be transferred anywhere in the State of West Bengal as and when necessary in the interest of public service;
6. That he/she shall undergo police training at such Institute and for such period as may be fixed by the competent authority. The date and schedule of training shall be intimated in due course.
7. That no travelling expenses will be allowed for his/her journey to join the post of Excise Constable.

This order shall take effect from the date on which he accepts this offer of appointment and joins the post Duties at his provisional place of posting as per this office Memo No.CR-01/650(31)/BDN-EX-DIV, dtd.28.11.2022.


Soumya Roy, WBRS,
Joint Commissioner of Excise,
Bardhaman Excise Division.



28/11/2022
P.T.O.

GOVERNMENT OF WEST BENGAL
Purba Bardhaman District Police
IDENTITY CARD



Police Station : MEMARI PS P.S. SL No. 434
Place of Deployment : MEMARI PS
Name : SOUVIK HAZRA
Designation : Civic Volunteer
Enrolment/CV ID No. : W2020014351
Date of Birth : 22-06-99 Blood Gr. : O+
Identification Mark : CUT MARK ON LEFT SIDE EYE

Souvik Hazra

Signature of

A handwritten signature in black ink, appearing to be 'S. Hazra', written over a horizontal line.

Office-in-Charge
Memari Police Station
(Issuing Authority)
10/10/2020

PRIVATE AND CONFIDENTIAL**Ref. No.: /BBL/HR/REC/34243/2023-2024****Date: 20-Jun-2023****Mr. Aranyajit Samanta
Sukur, Barddhaman,
West Bengal - 713407****LETTER OF APPOINTMENT**

Dear Mr. Samanta,

With reference to your application and subsequent discussions with us, we are pleased to offer you employment with Bandhan Bank in the position of **Team Member-NACH Operations for 1000-Head Office (BN-5) Branch at Head Office Cluster at Executive grade.**

You shall be required to join the Bank on or before **27-Jun-2023.**

The detailed terms and conditions of your employment are outlined in **Annexure I ("Terms of Employment")** and compensation details are mentioned in **Annexure II ("Compensation Details")**. You will also be governed by the policies, rules and regulations of the Company as may be modified from time to time.

Accordingly, please sign and return a copy of this letter of employment and the employee statement attached herewith indicating your formal acceptance of your employment with the Company on the terms contained herein. Please initial each page of this letter. Upon your signature and return to us, this letter of employment will be treated as an employment agreement between the Company and you and the terms and conditions of this letter of employment shall govern your employment with the Company.

Kindly note that in case we do not receive your formal acceptance on or before **25-Jun-2023**, this letter of employment shall automatically be rescinded.

Yours sincerely,

For **Bandhan Bank Limited**,**Dilip Kumar Mitra
Head-Business HR Partner Micro Banking & Payroll Management**



GOVERNMENT OF WEST BENGAL
FINANCE (REVENUE) DEPARTMENT
BARDHAMAN EXCISE DIVISION

Ghosh Mansion (2nd Floor), Near Ullas Junction,
Durgapur Expressway (NH-2),
P.O. Joteram, District-Purba Bardhaman-Pin-713404
e-mail:bdnexcdiv@gmail.com / dcbdn.wb-excise@gov.in

Dated : 03.01.2023

Memo.No. CGM-01/2019-20/02/BDN-EX-DIV

From : Senior Joint Commissioner of Excise,
Bardhaman Excise Division.

To : Sri Rahul Ghorui
S/O – Late Madan Ghorui
Ex-Excise Constable,
Vill.- Beliara, P.O.-Baikunthapur,
P.S.- Bardhaman Sadar, Dist.-Purba Bardhaman, W.B.,
PIN-713101.

In pursuance of G.O. No. 639-FT dtd.18.04.2022, communicated vide Excise Directorate Memo.No. DTE-17011/8/2021-ORG SEC-DTE/457426 dt. 10.08.2022, Shri Rahul, Son of Late Madan Ghorui, Vill. – Baliara, P.S.- Bardhaman Sadar, Dist.- Purba Bardhaman, PIN-713101, is hereby appointed to the post of Excise Constable in Bardhaman Excise Division on compassionate ground purely on temporary basis in the Scale of Pay, i.e., Pay Matrix Level-6 (Rs.22,700/- to Rs.58,500/-) as per West Bengal Services (Revision of Pay and Allowance) Rules, 2019 plus usual allowances as admissible under the existing rules subject to the following conditions, viz :-

1. That he/she submits for the purpose of entry into the Government Service a declaration of his/her age in prescribed form (obtainable from the office) along with the documents from the appropriate authority showing his/her date of birth in support of his/her declaration;
2. That he/she takes oath or makes affirmation in the prescribed form (obtainable from the office) both in writing and orally before the appropriate authority;
3. That his/her service shall be governed by all rules and regulations of the Government of West Bengal issued from time to time including the West Bengal Service (Duties, Rights and Obligations of the Government Employees) Rules,1980;
4. That he/she submits within a period of 3(three) months from the date of his/her joining in the post of Excise Constable, his/her first declaration of assets in terms of Rule 3(6) of West Bengal Service (Duties, Rights and Obligations of the Government Employees) Rules, 1980 showing his/her assets as they stood on 1st January, 2022 for his/her year of joining and shall thereafter submit such statement every year within stipulated date as per existing rules;
5. That he/she shall be liable to be transferred anywhere in the State of West Bengal as and when necessary in the interest of public service;
6. That he/she shall undergo police training at such Institute and for such period as may be fixed by the competent authority. The date and schedule of training shall be intimated in due course.
7. That no travelling expenses will be allowed for his/her journey to join the post of Excise Constable.

This order shall take effect from the date on which he accepts this offer of appointment and joins the post Duties at his provisional place of posting as per this office Memo No. CGM-01/2019-20/02/BDN-EX-DIV, dtd.03.01.2023 .


Soumya Roy, WBRS 03/1/2023
Senior Joint Commissioner of Excise,
Bardhaman Excise Division.





Sefa Nursing Home™



(Govt. Registered)

Keshabganj Chatti □ G.T. Road □ Rajbati □ Purba Bardhaman-713104

Mob.-9333726578, 9932095674, 9434225249

Reception-9564034056

Ref. No. **NH/EXP/22-23**

DATE- 26.03.2023

Date

EXPERIENCE CERTIFICATE

This is to certify that Ms. ANIMA KISKU, D/o MAHADEB KISKU, residing at Vill-KANTIA, PO-BAIKUNTHAPUR, PS- BURDWAN, Dist- PURBA BURDWAN Pin No-713104 is working in our Organization at Sefa Nursing Home as a Staff Nurse in ICU from 02/01/2018 to 28/02/2023.

She is very hardworking, enthusiastic and keen to learn further.

So far my knowledge goes she bears a good moral character. I absolutely have no hesitation in recommending avows.

SEFA NURSING HOME

Khondra Sankuwet Haldar

Proprietor

SIGNATURE



सत्यमेव जयते

WEST BENGAL POLICE
SPECIALIZED INDIA RESERVE BATTALION
RAJNAGAR, BIRBHUM
WEST BENGAL

SL. NO.: SIR BN.- 214/23



Name : MALAY CHATTERJEE

Rank : CONSTABLE- 564

DOB : 10.11.1995

Sex : Male

Bl. Gr. : O+

Date of Issue : 31.01.2023




ISSUING AUTHORITY
COMMANDANT
SPECIALIZED INDIA
RESERVE BATTALION



Home / Workforce Management
/ About Me / View Profile



Rabindranath
Malik (171174)

Sr. Officer



Joined: 01-Jun-2020 | Cost
Center: 10634

Legal Entity

Bandhan Bank Limited

Business Unit

Emerging Entrepreneurs Business

Department

Emerging Entrepreneurs Business

Function

Group Loan

Sub Function

EEB-GL



Favourites



Notifications



Account





ASHOKA

Ashoka Buildcon Ltd.



Baswantpur to Singnodi Road Project
NH - 150C on (Package-IV), Karnataka.

IDENTITY CARD

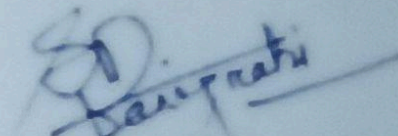


BIJOY GOPAL PAL

Employee Code : 38

Designation : ACCOUNTS OFFICER

Emergency No : 8585062966


Authorised Signature

PERMANENT ADDRESS

Vill+Post-
Kasthakurumba, P.S-
Shaktigarh, Dist-
Burdwan, Pin-713426

Mob. No.: 8585062911

BLOOD GROUP : O-

INSTRUCTIONS

1. This card is not transferable and should be Used during office hour. Misuse of this card in any form shall invite disciplinary/legal action.
2. Loss or Finding of this card shall immediately be reported in writing to the office.
3. Fee of making Duplicate card is **Rs. 500/-**
4. This card is office property and should be returned to the Authority on separation of employment.

Office Should be kept Neat, Clean and Green

15th April 2023

To,

Name: SAMIR MURMU Date of Birth: 10/09/1991, Aadhar Card/Passport No: 369932399522

Address: VILL-MUSUNDA, P.O.-NABAGRAM, DIST.-PURBA BARDHAMAN, WEST BENGAL,

PIN -713166

Subject: Employment Contract with Mars Football Foundation- Hyderabad

Dear Mr. Samir Murmu S/O Guru Das Murmu

Further to our discussion and meeting, we are pleased to appoint you as Senior Coach for Mars Football Academy

w.e.f 1st May 2023. You will be responsible for Operations for coaches and admin work for Mars Football Club.

Role & Responsibilities:

- Passion for football and in-depth knowledge of the game
- Teaching relevant skills, tactics and techniques.
- monitoring and enhancing performance by providing tuition, encouragement and constructive feedback.
- Developing training programmes.

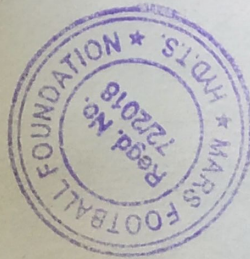
Term: This contract will be valid from 1st May 2023 to 31st April 2029 with an option to renew for a further term unless the contract is terminated. This agreement may be terminated by either party upon giving 6 month notice to the other party.

Remuneration: You are offered a gross amount of Rs. 15,000/- per month+Travel expenses(public Transport+Accommodation+fooding (with family) subject to applicable taxes. Benefits also involves Basic medical facilities for yourself and your family. Every year remuneration have to increase.

Sincerely,

Mr. Moizuddin Mohammed
Founder
Mars Football Academy

Date



Samir Murmu
15-4-2023

BY COURIER

SUN PHARMA LABORATORIES LIMITED
MUMBAI

INTER OFFICE MEMO

Date : 03/05/2023
To : Mr. ARIJIT KONER (E88959)
HQRTS : BURDWAN
Fm : HRD
Place : Mumbai

SUB : LETTER OF CONFIRMATION

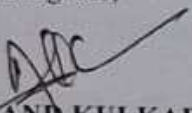
We are happy to inform you that you have been confirmed in your position with effect from 01/03/2023.

Enclosed please find herewith Confirmation Letter (Original) Vide No. SPLL/MUM/HRD/E88959/RADIANT DIVISION/2023 dated 03/05/2023 and circular vide no. SPLL/HRD/MUM/CIR/STF/DA/2021 dated December 31, 2021 applicable to you effective from the date of your confirmation.

Also find enclosed herewith L.T.A. policy for your reference & record.

Kindly acknowledge the receipt.

Kind regards,


ANAND KULKARNI
SENIOR MANAGER-2

ENCL : AS ABOVE

Mr. SOUMEN DEY
Mr. SAUMITRA BANDYOPADHYAY (E10389)
Mr. SIDHARTHA DASGUPTA (E16495)
Mr. SEKHAR KUMAR GHOSH (E37306)
Mr. JYOTIRAJ IYER



 9064742789

 9046993508

 E-mail : mdjahir9064@gmail.com

Md. Jahirul Alam (Jahir)

Advocate & Surveyor
Specialist in Islamic Faraz

Office Address

Burdwan District Judges's Court
Room No.-8 (Vidyasagar, Kashka),
Court Compound, Burdwan

Resident :

Katwa Road,
Bajeprotappur, Dangapara
Purba Bardhaman



Burdwan District Judges Court & High Court



TEMPORARY HOME GUARD VOLUNTEERS



FOR TRAFFIC DUTY 2023

IDENTITY CARD



Name : *S.K. Satin*

Address : *Purba Baran*

Saktigarh

Purba Bardhaman

Name of PS. : *Saktigarh*

Officer-in-Charge

Saktigarh Police Station

Purba Bardhaman

Signature
Officer in-charge
with Seal



PURBA BARDHAMAN DISTRICT POLICE

BETHANY EDUCATIONAL SOCIETY ® MANGALORE



Bethany Provincial House
Garchuk Chariall Post
A.K Dev Road
Guwahati - 781 035

ORDER OF APPOINTMENT

Ref. No. BES/Appt/ G.P./05/2023-24

Date. 15.04.2023

From

Corporate Manager
The Bethany Educational Society
Guwahati Unit

To: MRS. ANWESHA BHATTACHAJEE
98/8, BURUSHIB, TALA ROAD
NABADWIP.....
NADIA. - 741302..

Dear MRS. ANWESHA BHATTACHARJEE

With reference to your application dated 15.02.23, I am glad to inform you that, you have been appointed by the Management of the Bethany Educational Society® Mangalore, Guwahati Unit, as an **Assistant Teacher** in Pre-Primary/Primary/Higher Primary/ High School/Higher Secondary Section, at BETHANY SCHOOL..... SULAN, T.A., a Religious Minority Institution under Art 30 (i) of the Constitution of India, with effect from 15.04.23 to 29.02.2024

Your salary is a consolidated sum of Rs 16,000/- (SIXTEEN THOUSAND AND FOUR RUPEES ONLY) per month.

1. You are subject to the observance of the Service Rules of the Bethany Educational Society, Mangalore and other rules laid down by the Educational Code for un-aided Educational Institutions.
2. Your appointment is **Temporary** from 15.04.23.... to 29.02.2024