

Session 2017-18

Government of West Bengal Department of Land & Land Reforms and Refugee Relief & Rehabilitation Section B1, Appointment Branch Writers' Buildings Kolkata-700001

<u>No: 3823-Apptt</u>. 1E-06/2017-Apptt. Dated, Kolkata, the 21st September,2017

AND A STANDAR

ORDER

The following 64(Sixty Four) candidates, whose Category and position in order of merit in list are noted against each of their names, are hereby appointed temporarily to the West Bengal Sub-ordinate Land Revenue Service, Grade-I in the Pay Band-4(Rs.9,000-40,500/-) with Grade Pay of Rs.4,700/- in the Revised Pay Structure under W.B.S.(ROPA) Rules, 2009 plus other allowances as admissible from time to time under the orders of Government with effect from the dates of their joining and until further orders.

The appointments have been made on the basis of the results of the W.B.C.S (Exe.) etc. Examination, 2015 Group-C Services & Posts, conducted by the Public Service Commission, West Bengal.

Medical Certificates of fitness in the prescribed form in respect of the concerned candidates have been obtained as required in terms of Sub-clause (1) of Note 3 below Rule11 of the West Bengal Service Rules, Part I. The Police Verification Reports in respect of the concerned candidates have also been obtained. Both the reports in respect of the concerned candidates have been found satisfactory to enter into the Government service.

Sl. No.	Name of the candidate	Category	Position in the General Standard Merit List 87 TH
1	SHRI DEBASISH DEY	GEN	100 TH
	SMT CAMELLIA BHATTACHARJEE	GEN	100 104 TH
2	SHRI SANKHADIP MAHAPATRA	GEN	104 106 TH
3	SMT ADITI BHAKTA	GEN	100 111 TH
4	SK SHAKHAYAN BASIRUDDIN	GEN	114 TH
5	SHRI SUMAN BANERJEE	GEN	114 118 TH
6	SHRI KALYAN MUKHERJEE	GEN	122 ND
7	SMT DEBJANI MONDAL	GEN	122 125 ^{TR}
8	SMT DEBJANI MONDAL	GEN	125 127 TH
9	SHRI ARIDAMAN PAINE	GEN	127
10	SHRI SUBHRAJYOTI SARKAR	GEN	128 TH
11	SHRI SAMIT DAS	GEN	138 TH
12	SHRI SUMAN NAYAK	GEN	144 TH
13	MD ABU MUSTAKIN ATAUR KAZI	GEN	146 ^{1H}
4	SHRI MANAS KUMAR PATRA	GEN	148 TH .
.5	SHRI GAGAN SHARMA	GEN	152 ND
5	SHRI SUBODIP DEY SARKAR	GEN	153 RD
	SHRI ANUBHAB DAS		157 TH
7	SMT PRARTHANA BHANDARY	GEN	160
	SHRI PRASENJIT DEY	GEN	162 ND
	SHRI ARIJIT DWARI	GEN	164 TH
	SMT JAYEETA DATTA	GEN	16711
	SHRI PUSMALYA ACHARYA	GEN	169 TH
	SHRI PUSINALIA ACIU	GEN	173 RD
3	SHRI SUBHAJIT DUTTA	GEN	175 ¹¹¹ 4
1	SHRI ARINDAM GHOSH	GEN	175 179 TH
5	SMT SULAGNA KUNDU SHRI SUDIP CHATTORAJ	GEN	175

g) The inter-se-seniority in respect of the candidates shall be determined as per rules. No traveling allowance shall be allowed for joining.

The appointments are made in the interest of Public service.

Additional Secretary to the Government of West Bengal Dated, Kolkata, the 21st September,2017

. 3823/1(64)-Apptt.)y forwarded to:-

shri/ smt. Suboolip Dey Sorker

If he/she agrees to accept the offer of appointment on the terms and conditions mentioned in the pointment order, he/she should report for joining the service-

- (i) At Land & Land Reforms and Refugee Relief & Rehabilitation Department, Section B1, Appointment Branch (1st floor), Writers' Buildings, Kolkata-700001, if he/she joins within 25.09.17;
- (ii) in the Office of the Director of Land Records & Surveys and Joint Land Reforms Commissioner, West Bengal, 35, Gopal Nagar Road, Alipore, Kolkata - 700 027 in between 09.10.2017 and 23.10.2017,

with a photo Identity Proof and a cancelled cheque of his own Bank Account on joining date. If he/she fails to report within 23.10.2017 as per above schedule without any valid reason, the appointment may be cancelled without any further reference to him/her , if he/she does not apply for extension of joining date on valid ground with supporting documents and in that case the Public Service Commission, West

Bengal will be informed accordingly.

Additional Secretary to the Government of West Bengal

Dated, Kolkata, the 21st September,2017

No. 3823 /2(3)-Apptt.

Copy forwarded for information and necessary action to:-

- The Director of Land Records & Surveys and joint Land Reforms Commissioner, West Bengal, 35 Gopal
- 2) The Secretary Public Service Commission, West Bengal, 161-A, S.P. Mukherjee Road, Kolkata-700026. With reference to Commission's letter-no. A- 57/PSC (A) Dated 18.03.2016.
- 3) Guard file of section-BI, Appointment Branch.

Additional Secretary to the Government of West Bengal Dated, Kolkata, the 21st September,2017

No. 3823 /3(2) - Apptt.

Copy forwarded for information to:

- 1) O.S.D to the Chief Minister, West Bengal.
- 2) Sr. P.A to the L.R.C & Principal Secretary of this Department

Additional Secretary to the Government of West Bengal

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Government of West Bengal Department of Land & Land Reforms and Refugee Relief & Rehabilitation Section B1, Appointment Branch Writers' Buildings Kolkata-700001

Dated, Kolkata, the 29th December,2017

No: 5164 - Apptt. 1E-05/2017-Apptt.

ORDER

the following 14(Fourteen) candidates, whose date of birth and position in order of merit in list are noted egainst each of their names, are hereby appointed temporarily to the West Bengal Sub-ordinate Land Revenue service, Grade-I in the Pay Band-4(Rs.9,000-40,500/-) with Grade Pay of Rs.4,700/- in the Revised Pay Structure under W.B.S.(ROPA) Rules, 2009 plus other allowances as admissible from time to time under the orders o Severnment with effect from the dates of their joining and until further orders.

The appointments have been made on the basis of the results of the W.B.C.S (Exe.) etc. Examination 2015 Group-C Services & Posts, conducted by the Public Service Commission, West Bengal.

Medical Certificates of fitness in the prescribed form in respect of the concerned candidates have be obtained as required in terms of Sub-clause (1) of Note 3 below Rule11 of the West Bengal Service Rules, Par The Police Verification Reports in respect of the concerned candidates have also been obtained. Both a reports in respect of the concerned candidates have been found satisfactory to enter into the Governme

service.	Name of the candidate	Category	Position in the General Standar Merit List
		Gen	120 ¹¹¹
1	POUSHALI PATRA	Gen	1.50 ¹¹¹
2	SACHI SARAWGI	Gen	166 ^{1H}
4	SAFIKUL ALAM	Gen	168 tH
	PALARSHI MANDAL	Gen	172 ND
	SUNITRA BHOWMICK	Gen	193 ^{KD}
6	CAANAS CHANDRA	Gen	194 ¹¹¹
	DEDIYOTI CHOWDHURY	BC-B	337 ¹¹¹
	NIRUPAM DATTA	BC-A	470"
5. A.	CHIAN ALAM	sc	23 RD in the RSL for SC
in .	MADHOBI MORUAL	Sc	28 ¹¹¹ in the RSL for SC
1. martin	MALAY MONDAL	. SC	39 ¹¹¹ in the RSL for SC
19	ANIRUDDHA SAHA	• ST	5 th in the RSL for ST
a s	RAJU SUBBA	5T	14 ¹¹¹ in the RSL for ST

a) The appointment shall be provisional till successful completion of his/her training and ore Examination thereof at the end of the training.

- b] He / She shall have to undergo an in-service training both theoretical and practical.
- cf. Training shall be held anywhere in west Bengal. If he/she does not apply himself/herse (10, service training with the difference) service training with due diligence or fails to pass the Training Examination he/she shall be sail

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d) He/she may be posted anywhere in West Bengal as also to any of the posts included in the W.S. Grade-Lunder Land Reland Potentian Grade-Lunder Laud & Land Reforms Department, Government of West Bengal.

West Bengal Subordinate Land Revenue Service, Grade-I

S	I.No.	Roll No.				
	92	0110534	SU	Name	81-10 ·	
	93	1305472		ESARUL HAQUE	(BC-	- 11 12
	94	1304221		HIR ABBAS	(BC-	
	95	1200116	A COMPANY OF THE OWNER	JBHABRATA PATI	(BC- (PH-V	
-	96	0609019	a second a	RAL ROY		iC)
-	97	1401708	SC	DVON DAS		SC)
	98	0601866	M	EGHNATH MISTRI		SC)
	99	0607547	B	BAKANANDO ROY	where a star a to be a former to	SC)
-	100	1302641	-	ADHOBI MONDAL		SC)
-	101	0200625	A	NIRBAN MAZUMDAR	(SC)
-	102	1500966		AMIR BISWAS	(SC)
+	103	1305504	В	ISWAJIT SARKAR	(SC)
L	104	0201270		ALAY MONDAL	1	SC)
	105	050496		LOKE DAS		SC)
13345	106	030502		SANJOY SAHA		SC)
400	107	061124		IANMAY DHALI		SC)
- Justicita	108	010944		BIPAD BHANJAN KARMAKAR		(SC)
10.0	109	130062		NAYAN SINGHA		(SC)
Sec. 1	110 111	010104		ANIRUDDHA SAHA	1.00	(SC)
	112			SAMIR MALLICK		(SC)
Aller a	112			SANIT SARKAR		(SC)
	114			INDRAMITRA MONDAL RAJU SUBBA		(SC)
	115			PARTHA ADHIKARY	65 A	(ST)
	110	20100		MANAS DAS		(SC)
	117	1.1.3		PRANAY SUBBA		(SC)
	118			KAUSHIK SARKER		(ST)
	119			SAMARESH HAZRA	<u>作品</u>	(SC)
	120	Carlo a second		DIPESH SUBBA		(SC)
	12			TAPAN KUMAR HALDER	11 - 21 - 1 	(ST)
たちに	12	A see Sala and		SANKHA ROY		(SC)
	12			and a second sec	1	(SC)
	12			JATIRMAY BAIDYA		(SC)
	12			TARAK ADHIKARY		(SC)
	2.			SUDIP DAS		(SC)
	. 12	UUUL		ARINDAM MONDAL		(SC)
	12		511	PRIYA SARKAR		(SC)
	12	8 0109	052	MRINMOY BARMAN		(SC)
1.5	12	9 1901	716	NORDEN WANGDI	1 D.	(ST)
	13	0 1803	516	TENZING LUKSANG BHU	TIA	(ST)
	13					(ST)
1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	13					(ST)
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Name: MS. PAROMITA ROY

Address : 29/ 14/2 , NARASINGHA DUTTA ROAD KADAMTALA HOWRAH- 711101

[RE: OFFER LETTER]

Dear Ms. ROY

As per recent discussions, we are delighted to offer you the position of **LABORATORY TECHNICIAN** at Our Organization. You will become part of a fact-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our team, we would request for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the respective areas, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to provide you with every opportunity to grow and stretch to the highest level of your ability and potential.

The following points outline the terms and conditions we are proposing:-

Title: LABORATORY TECHNICIAN (MICROBIOLOGY)

Joining date: 13/03/2018

Salary: 8000/- per month

Vacation: If needed, has to inform to the HR Department prior to the date and will get it as per Company Schedule and rules.

<u>Period</u>: First three months will be the probation period and the Company will pay an amount considerable as per the working performance and ability of the candidate. If the candidate takes leave and/or left the Concern, within this provisional period of 3 months, with or without prior notice, the Company will not be entitled to pay. The probation period shall further be extended for a period of next 3 months, if the performance is not satisfactory as per Company Concern.

After the completion of probation period you shall be deemed appointed as a permanent employee of the Company.

^(S) SERUM ANALYSIS CEN Laboratories :	TRE (P) LTD. [™] CI	N - U85195WB2002	Regd. Office : 82/4B, Bidhan Sarani, Kolkata-700 004
13/1, Bhupen Bose Avenue, Kol - 700 004 51	7 Shantinanar Salt Lake Sec. IV	Gariahat : 8/42B, Fern Road, Gariahat, Kol - 700 019 Ph. : (033) 2440 0075, Mob. : 8240583951	Ph. : +91 33 2530-0696, +91 98302 74990 Telefax : +91 33 25300696 E-mail : Serum.kol@gmail.com Wedsite : www.sserumanalysiscentre.com

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Statutory Warning: You are not authorized to disclose any kinds of data or information of the Company to any third party and others. As per the Company's Administrative law, it is a punishable offence and the Company shall have the right to terminate you from the service with immediate effect.

Within this provisional period, the Company will review your performance. After this, you will be permanent as per the Company's rules subject to consideration of your working performance.

We wish you a long bonding with SERUM GROUP and your acknowledgment of receipt of this letter will reflect your willingness to join as at the earliest convenience.

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Thanking You, Yours Sincerely,



SUMANA DUTTA HUMAN RESOURCE (HR), S. SERUM ANALYSIS CENTRE PVT. LTD. 82/4B, BIDHAN SARANI, KOLKATA - 700004

M Gmail

Adrita Ghosh <adrita21@gmail.com>

Thu, Jan 25, 2018 at 8:09 PM

WELCOME : ONBOARDING : Monday, 29th Jan, 2018 at 8.45 AM

1 message

Aniket.Das@cognizant.com <Aniket.Das@cognizant.com> To: adrita21@gmail.com

Hi Candidate,

We have got a "go ahead" for your joining formalities on 29th Jan, 2018.

Kindly find the details below and join us on Monday, 29^h Jan, 2018 at 8.45 AM.

This is the only address where joining takes place in Cognizant KOLKATA , please ignore any other mail with a separate address mentioned. Mail us if you need confirmation.

Address:

Cognizant Technology Solutions, Plot No GN 34/3, Sector V, Salt Lake Electronics Complex, Kolkata-700 091 (Near Ashram Building/ SDF more)

Please reach on time, your Joining formalities will NOT be done on the same day in case you are late.

Please ensure you carry the below mandatory documents (original and photo copies) along with your Onboarding pass (printed) :

- 1. Photographs 3 (2 Passport size and 1 stamp size)
- 2. 10th, 12th, Graduation/Post Grad all mark sheets and certificates Original and Xerox & Notary docs.
- Self-attested copy of Govt. ID Proof Passport/ PAN Card/ Aadhaar Card*/ Driving License (Passport, PAN and Aadhaar card is a mandate).
- 4. Release documents, salary slips and hike letter from other companies if that is mentioned in background formalities.

Note:

Kindly be informed that you will not be allowed to Onboard if you fail to print and carry the onboarding pass with correct DOJ (29th Jan 2018 in your case) & the above mandatory documents.

On-boarding pass is a prerequisite for the onboarding formalities. This is generated and found in the "pre-joining formalities" tab in One Cognizant one day before your joining.

This will be generated on 28th Jan, 2018 in your case.

To experience seamless on-boarding on your DOJ, please follow the below guidelines:

- Ensure you reach the joining location latest by 8.30 a.m.
- Please collect your temporary ID card at the Cognizant security desk.

We look forward to having you onboard!

Thanks and Regards,

Aniket Das Cognizant BPS HR Talent Acquisition Vnet: 302193

Address: Technocomplex, Plot GN-34/3, Sector-V, Saltlake Electronic Complex, Kolkata, West Bengal 700091



Cognizant Technology Solutions India Private Ltd Payslip for the month of Mar 2023 Financial Period 2022-2023

Private & Confidential

Associate Information					
Ms. Adrita Ghosh	Ms. Adrita Ghosh				
Associate Id	679625	Location	DLF Block II-F SEZ		
Designation	Data Analyst	PAN	BAxxxxx5B		
Gender	Female	Bank A/C	xxxxxxxxxx3387		
Date Of Joining	29-Jan-2018	ESI Number	41xxxxx35		
PF A/C	TN/MAS/31309/1706364	Status	Salary Credited		
UAN	101244261120	Available Calendar Days	31		
SA Policy No	-	Paid Days	31		
SA LIC ID	-	Loss of Pay Days	0		

Earnings	Amount	Deductions	Amount
Basic	16,700	ProfessionTax	200
House Rent Allowance	10,020	Provident Fund-Employee Contribution	2,004
Conveyance Allowance	800	TDS	6,215
Medical Allowance	1,250	Incentive paid on 15/03/2023	7,660
Special Allowance	14,899		
Annual Incentive	9,672		
Shift Allowance-payout	1,125		
6th Day Allowance-payout	1,600		
Project Specific Payout	5,275		
Advance Statutory Bonus	2,000		
	•		
(A) Total Earnings	63,341	(B) Total Deduction	16,079

Net Salary = (A) - (B)

47,262

This is a computer generated payslip, and is not valid unless authorized.



Ms. Susmita Dhar, 27/2B, Debendra Mullick Street, Kolkata -700073

Dear Susmita,

Dated 7th May,2018

Appointment as Trainee Science Teacher of Future Hope School

We are pleased to offer you an appointment as Trainee Science Teacher in Future Hope School with effect from 7th May 2018.

The following terms and conditions of a full-time teaching appointment will be applicable:

- Future Hope School invites you to work as a Trainee Science Teacher with effect from 7th May 2018, commencing work at 8:00 a.m. and ending at 4.00 p.m.
- 2. You will be on the assignment for a period of twelve (12) months.
- 3. In recognition of your previous service and qualifications you will be offered a consolidated salary of Rs.15,000/- per month (Rupees Fifteen thousand only). From this the Account's office will calculate the basic pay rate in rupees and in addition you will also be paid other allowances as per Grade Pay, as per rules of the School. Break-up of this gross pay will be shown in your salary sheet attached to these guidelines.
- The payment of your salary will be subject to the deduction of income tax, professional tax, provident fund and other statutory deductions as applicable. Salary will be paid on the basis of attendance.
- 5. Your appointment and continuance in employment will be subject to your being found medically fit, both physically and mentally. At the time of joining you are required to submit a medical certificate from a registered medical practitioner certifying your fitness.

Future Hope India (salah Truste Ait 1882 Negaritation Net 4019P 1/8 Rowland Road. Kolkata 700 020. West Bengal India Scenta seri@futurehope.net Tel: +91.9830059249 www.futurehope.nut

Feather Touch Impex Pvt. Ltd.

An Integrated Handicrafts Manufacturing Unit CIN: U51909WB2005PTC103330 Kolkata Office :

P7 Kasba Industrial Estate. Phase - 1, Kolkata-700 107, India Phone : + 91 33 2462 1213 Fax : + 91 33 2837 0607 www.feathertouchindia.com E-mail:feathertouch_in@yahoo.com

DATE: 01.06.2017

PAWAN KUMAR RAWAT [HR] FEATHER TOUCH IMPEX PRIVATE LIMITED

Subject: Appointment Letter

Dear PRITAM DAS,

Following your acceptance of the job offer letter which you signed on 01.06.20217, we would like to confirm your appointment with FEATHER TOUCH IMPEX PRIVATE LIMITED as a SERVICE MANAGER. Your employment is be subject to the terms and conditions listed below:

Starting Date:

Your starting date is 13.06.2017.

Work Timings Your work timings are from 10AM to 7PM, Monday to Saturday.

Probation Period

You will be on a probation period for the first six months. Upon successfully completing the probation period, your employment will become of a permanent status.

Salary Your yearly salary is 156000.

Annual Leave

You are entitled to 15 days of paid leave per year.

Further information governing your employment can be found in the signed contract as well as the Employee Policy document.

If you have further questions, please contact me directly or simply approach the HR department.

Congratulations on your appointment and welcome to [Company Name]. We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.

HIMP Sincerely.

PAWAN KUMAR RAWAT [HR]

(+91) 7890288277

FEATHER TOUCH IMPEX PRIVATE LIMITED

Session 2018-19



October 23, 2018

ALL IN ADVID IN ADVID AND ADVID

Emp ID	4	HDB89806
Name		Ms Jaba Halder
Role	:	Senior Telecalling Officer
Branch	:	Lenin Sarani
City	:	Kolkata

Dear Jaba,

We refer to your Appointment in HDB Financial Services Ltd. on February 08, 2018. Your performance during your probationary period was reviewed and based on the appraisal thereof we are pleased to inform you that you are confirmed in the services of the company w e f August 08, 2018.

The other terms and conditions of Appointment remain the same.

We are confident that you will continue to contribute effectively towards the growth of the company. Our best wishes for a long and successful career in HDB Financial Services Limited.

Yours Sincerely, For HDB Financial Services Ltd.

Alberter

Ashish Ghatnekar Head - Human Resources & Operations



West Bengal Board of Secondary Education

Nivedita Bhavan, DJ - 8, Sector II, Salt Lake, Kolkata-700091.

Memo No. W888E/App./SPG/PHSC-(GRAD)/AT-11333

Date 25.01.2019

 \mathbb{R}^{n}

AMIT KUMAR PRADHAN

S O – DEB KUMAR PRADHAN VUL – DAKSHIN GOBINDA PUR, P.O- SHIB GOBINDA PUR, South 24 parganas, 743371



Sub: Appointment to the Post of ASSISTANT TEACHER (Class IX - X) against Recommendation of The W. B. C. S. S. C.

In pursuance with the Notification no: 214-SE/S/IOM-01/18 dated 8th March, 2018 read with Memo no: 244-SE/S/IOM-01/ dated 16/03'2018 and in reference with West Bengal Central School Service Commission Memo r 911/6916/AT(GRAD)/PHSC/CSSC/ESTT/2018 dated: 10.09.2018 you are hereby appointed provisionally for two years to t post of Assistant Teacher (for class IX – X) against a vacant post belonging to GEN category in the noted below scho Your pay band will be ₹7,100/- to ₹37,600/- with a Grade Pay of ₹4,100/- plus usual allowances with effect from your da of joining, pending Police Verification of your antecedents and Medical Fitness examination which must be received the authority before your confirmation to the service. In case of any adverse report in Police Verification or /Medi. Fitness Examination, your appointment is liable to be cancelled. Verification Roll may be downloaded from "Samp Forms" section under ACADEMICS in Board's Website, www.wbbse.org. The same shall be duly filled up and signed you and submitted in triplicate, within three months from the date of joining, to the President, WBBSE, Nivedita Bhava Saltlake, Kolkata-70009I. Your service shall be regulated by the relevant Govt. Act, Rules, and Regulations and by t Orders of the Board. The service is transferable. No travelling or any other allowance is admissible for joining the po In case of employed person, proper Release / Acceptance of Resignation Order etc. must be submitted at the time joining.

Name: AMIT KUMAR PRADHAN Address: VILL- DAKSHIN GOBINDA PUR, P.O- SHIB GOBINDA PUR, SOUTH 24 PARGANAS, 743371

Roll No: 32211687001053Gender: MALEDate of Birth: 01-Jan-85Roster Point : 41Post in which selected: ASSISTANT TEACHERSubject : PHYSICAL SCIENCE(GRAD)

School Name with Address: JANAPRIYA NAGAR JANAPRIYA VIDYALAYA (HS).

Qualification : PG WITH BED

GOVT. OF WEST BENGAL OFFICE OF THE DISTRICT MAGISTRATE

DISTRICT M G N R E G S CELL

South 24-Parganas 9th floor, New Administrative Building, Alipore, Kolkata - 700 027 An ISO 9001:2008 Certified Organization Phone No. : (033) 2479 1627 / 2456 5885 (Fax)

Memo No. : 387 / R-11011(23)/1/2016-MGNREGA Date: ORDER

In term of merit list prepared on the basis of Employment Notification No.444/MGNREGA/16 Dated 08-12-2016, SRI ARIJIT DASGUPTA is hereby engaged as PROGRAMME ASSISTANT in the Kultale Development Block under the jurisdiction of this district, as envisaged in No. 2749 RD/P/NREGA/181-01/06(Part-III), Dt. 23-04-2010 of P&RD Department, Govt. of West Bengal purely on contractual basis for the period of one year. This order of contractual engagement is issued in reference to offer letter DL- 24/07/2018 after executing the agreement between the incumbent and District Nodal Officer, MGNREGS (on behalf of District Magistrate & District Programme Co-ordinator).

The Contract for further engagement may be considered for a further period in consideration of necessity subject to him satisfactory performance of duties as well be assigned to him and if he is aggregable to continue as

The concerned Block Development Officer will be the controlling authority of the Programme Assistant The Programme Assistant will get a monthly consolidated remuneration of Rs. 11,990/- only as per order no 5379(25)/RD/O/NREGA/18S-03/09(Pt-I) dt-31/10/2017 issued by Panchayat and Rural Development Department, Government of West Bengal until further order.

This order of engagement will take immediate effect. In case of failing to join at his place of posting within 7 days from the issue of this letter, he will not be allowed further scope of consideration and this order of engagement will stand cancelled without any further correspondence or intimation.

4. Jeble JaD District Programme Coordinator, MGNRLGA

06/08/2018

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District Magistrate, South 24-Parganas

Date: 06/08/2018

Memo No.: 387/1(5) / R-11011(23)/1/2016-MGNREGA Copy forwarded for information & necessary action to :

- (1) The Commissioner, MGNREGS, Govt. of West Bengal, P&RD Dept, Salt lake, Kolkata 700106
- (2) The Sub Divisional Officer, Baruipur Sub Division, South 24-Parganas
- (3) The Block Development Officer, Kultali Development Block, South 24-Parganas
- (4) CA / PA to ADM(Gen.), South 24-Parganas
- (5) SRI ARIJIT DASGUPTA,

107 GARFA MAIN ROAD, PO-SANTOSHPUR, KOLKATA MUNICIPAL CORPORATION, PIN-700075.

District Programme Coordinator, MGNRI GA 8

District Magistrate, South 24-Parganas

Website: www.mgnregas24pgs.org, E-mail: nregadistrictcell_south24pgs@yahoo.co.in aregc_south24pgs@gmail.com

Adv-2016 PRE APPOINTMENT Appointment letter des

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DEPARTMENT OF SCHOOL EDUCATION, GOVT. OF WE

SUBDIVISION, TAMLUK RANIHATI HIGH SCHOOL STAFF DETAILS

PRIMARY DETAILS OF EMPLOYEE

Name :	PRANABESH MAJI	P	XIQV6876
Date of Birth :	02-08-1979	Code :	AJQVUUVU
Sex :	MALT	Caste :	GENERAL
Voter ID No :	GWV1564517	Vacancy Status :	PERMANENT
Designation :	AT	vocancy status .	- LINCING STA
Date of Retirement :	31-08-2039	Bill Type/Salary Source :	NON-SSA SCHOOL
First Joinig Date(in this service) :	28-01-2019	Joining Date(Present Post) :	28-01-2019
Date Of First Joining In The Present School At Present Post :	05-10-2021	Date Of Joining In The Present School :	05-10-2021
Employee Group :	Gr-B		
Academic Section :	NORMAL/UPPER PRIMARY/SECONDARY	Academic Group :	SCIENCE AND MATH
Appointed Subject :	PHYSICAL SCIENCE/PURE SCIENCE		
Approval Qualification :	PASS GRADUATE	Additional Qualification	1
Academic Section :	SECONDARY SECITON (IX - X)		
Basic Pay :	35400	Level :	LEVEL-11
Cell:	CELL-3		
Approval of Appointment Number	120/APT		
Approval of Appointment Date :	20-02-2019		
Bank Name :	BANK OF INDIA	Bank Branch Code:	004153
Bank Branch:	JAMES LONG SARANI, KOL-700063	Bank Account No :	415310110002517
Bank IFSC Code :	BKID0004153	MICR No:	700013146

PERSONAL DETAILS

Father's Name : Mother's Name : Religion : Marital status : Spouse Name :	LATE SATYESWAR MAJI ANJALI MAJI HINDU MARRIED SUDESNA ROY MAJI	Mother Tongue :	BENGALI
Opted for enrolment in Health Scheme : Employment Details : Spouse pay : Residential Status : PAN no: Assembly Constituency No. : Voter sl.No. in the part : Whether Differently Able:	me : No ASSISTANT TEACHER 35400 OWN HOUSE BORPM7033K 205 428 No	Spouse HRA : Aadhar ID no : Assembly Part No : Blood Group : State details : Identification Mark	4248 919925354215 211 O+ : A CIRCULAR CUT MARK ON THE RIGHT LEG.
Height (In Inch) :	65		TITE STATES MARKET

1

Session 2019-20



24/09/2019

Offer Letter

Mr. Rupak Ghosh 68, Shyama Charan Chakraborty Road,, Kodalia Kolkata - 700146 West Bengal

Dear Rupak,

We are delighted to offer you the position of Trainee - A I in our Formulation team at Cipla based in Unit -1 .You will be assigned a role of "Trainee"

Post your interactions with our leaders at Cipla, we believe that you have the qualifications for a great career with us. At Cipla, we are committed towards *Caring for Life*. By joining Cipla you will be assured of working with fine individuals in an excellence focused and innovation driven environment.

The complete break up of your current cost to company is attached in Annexure A of this letter. You shall also be entitled to various benefits of the Company as applicable including Leave, Health Insurance, Travel expenses etc.

This offer is subject to you clearing the medical examination and reference check successfully.

Kindly confirm your acceptance in the next 3 days. You are expected to join us on or before 23/09/2019.

We welcome you to Cipla family!

For Cipla Ltd

ame Warter

Alpana Vartak Senior Director

Cipla Ltd. Regd. Office Cipla House, Peninsula Business Park, Ganpatro Kadam Marg, Lower Parel, Mumbai-400 013 Phone +91 22 24826000 Fax +91 22 24826120 E-mail contactus@cipla.com Website www.cipla.com Corporate Identity Number L24239MH1935PLC002380

Cipla

Annexure A

Location: Unit -1	Department: Formulation
Name: Rupak Ghosh	Designation: Trainee

COMPONENTS	PER MONTH(RS)	PER ANNUM(RS)
BASIC	8,000	96,000
HOUSE RENT ALLOWANCE	2,100	25,200
CONVEYANCE ALLOWANCE	1,300	15,600
FOOD ALLOWANCE	600	7,200
ADDITIONAL ALLOWANCE	2,500	30,000
RLA	6,500	78,000
FIXED SALARY RETIRALS (TOTAL A)	21,000	2,52,000
PF	960	11,520
EXGRATIA / BONUS	700	8,400
FIXED SALARY INCLUDING RETIRALS (TOTAL B)	22,660	2,71,920

In addition to the above you will get the following:

- Hospitalization benefits for self, spouse and 2 dependent children
- Group Life Insurance for Self
- Mobile Reimbursement as per approved limits
- Gratuity as per law

Cipla Ltd. Regd. Office Cipla House, Peninsula Business Park, Ganpatro Kadam Marg, Lower Parel, Mumbai-400 013 Phone +91 22 24826000 Fax +91 22 24826120 E-mail contactus@cipla.com Website www.cipla.com Corporate Identity Number L24239MH1935PLC002380



09/01/2020

Offer Letter

Mr. Srijit Kayal 5, A.T. Chatterjee Road, Dhakuria, Kolkata - 700031 West Bengal

Dear Srijit,

We are delighted to offer you the position of Trainee - A I in our Formulation team at Cipla based in Unit -1 .You will be assigned a role of "Trainee"

Post your interactions with our leaders at Cipla, we believe that you have the qualifications for a great career with us. At Cipla, we are committed towards *Caring* for Life. By joining Cipla you will be assured of working with fine individuals in an excellence focused and innovation driven environment.

The complete break up of your current cost to company is attached in Annexure A of this letter. You shall also be entitled to various benefits of the Company as applicable including Leave, Health Insurance, Travel expenses etc.

This offer is subject to you clearing the medical examination and reference check successfully.

Kindly confirm your acceptance in the next 3 days. You are expected to join us on or before 06/01/2020.

We welcome you to Cipla family!

For Cipla Ltd

Man Vista

Alpana Vartak Senior Director

Cipla Ltd. Regd. Office Cipla House, Peninsula Business Park, Ganpatro Kadam Marg, Lower Parel, Mumbai-400 013 Phone +91 22 24826000 Fax +91 22 24826120 E-mail contactus@cipla.com Website www.cipla.com Corporate Identity Number L24239MH1935PLC002380

Cipla

Annexure A

Location: Unit -1	Department: Formulation
Name: Srijit Kayal	Designation: Trainee

COMPONENTS			
BASIC	PER MONTH(RS)	PER ANNUM(RS)	
HOUSE RENT ALLOWANCE	8,000	96,000	
CONVEYANCE ALLOWANCE	2,100	25,200 15,600 7,200	
FOOD ALLOWANCE	1,300		
	600		
ADDITIONAL ALLOWANCE	2,500	30,000	
	6,500	78,000	
FIXED SALARY RETIRALS (TOTAL A)	21,000	2.52.000	
	960	11,520	
EXGRATIA / BONUS	700	8,400	
FIXED SALARY INCLUDING RETIRALS (TOTAL B)	22,660	2.71.920	

In addition to the above you will get the following:

- · Hospitalization benefits for self, spouse and 2 dependent children
- · Group Life Insurance for Self
- Mobile Reimbursement as per approved limits
- · Gratuity as per law

Cipla Ltd. Regd. Office Cipla House, Peninsula Business Park, Ganpatro Kadam Marg. Lower Parel, Mumbai-400 013 Phone +91 22 24826000 Fax +91 22 24826120 E-mail contactus@cipla.com Website www.cipla.com Corporate Identity Number L24239MH1935PLC002380

Page 2 of 2

Chittaranjan National Cancer Institute Kolkata

F/No. D-18(36)/CNCI 2nd Campus/Project Assistant/COVID 19/ 2020/7578

Subject Engagement of Project Assistant on contractual basis at

In reference to the ICMR Circular and subsequent intervied held on 13/04/2020, the undersigned is pleased to convey offer of engagement of Mrs. Soma Sett, as Project Assistant at CNCI on Contract basis on the following terms and conditions --

1. The engagement is purely on contract basis for a period of 03 months. from the date of her joining or until further order which ever is earlier and may be extended further subject to performance of the incumbent and requirement of the Institute.

2. The assignment will be for full time and he will not to work in any other organigaztion during the tenure of this engagement at this Institute.

3 During the period, she will draw a consolidated monhly remuneration Rs.18,500/- (Rs, Eighteen thousand and five hundred Per month

4. The appointment can be terminated at any time without assigning any

5. The appointment is purely on contract basis and will not bestow any claim on him regularization in this Institute in any capacity

6. She will be eligible to avail the leave of 2.5 days per completed month, in addition Sundays and closed Holidays as per the Holiday list of the Institute and no other leave will admissible to her. Shee will not draw any remuneration beyond their presicribed leave. Leave application (in orginal) may be submitted to Administrative Section for getting it approved the competent Authority prior to avail any leave.

7 She will report to Director for her day to day assignment, till further

If the terms and conditions above are acceptable to him, he may convey his willingness and report for duty to the concerned officer within 15 days

prograd

(Dr Javarita Chakrabarti) Director

and manufi/Or Jayanta Chakrabara Extension of the second second

I have gone through the above terms and conditions of my contractual appointment as Project Assistant at CNCI and accept the same unconditionally join my duties with effect from the forenoon/afternoon and of

Soma Sett 14/04/2020 Signature of the Candidate with date

Note: One copy of this letter duly signed should be submitted in the Administration (Establishment) Section of CNCI.

Copy forwarded for information and necessary action to:-

1. Mrs. Soma Sett, as Project Assistant 61, B.K.M. Road, Salkia, Howrah - 711106.

- 2. P.S. to Director for information
- 3. M.S.
- 4. OIC(R)
- 5. Accounts Officer
- 6. Admin/Accounts Section
- 7. File



A First Meridan Company

Date: 30 Aug 2019

WORK ASSIGNMENT LETTER

Dear No SANDUKTA ROY

Ref: 581 Canits & Payment Services Private Limited

Employee ID: 201959934

OffertD: NOL3008201981474

We are pleased to appoint you as Branch Relationship Evolutive with our Devel SPI Circle B. Pagarent Sciences, 15 - 1 Lowered incased at our client project use at Kolkata - Central, on a losser form states, You have to complete any re-Provinceleties within 10 days from your paining. In addition to this

- As the Project work avariant to us by our Glama is only for a certain period, your assignment with us mitigly with be from 03 Sep 2019 to 02 Dec 2019 as per terms mentioned in the Letter of Engagement Earth 03 Sep 11 2018. If however, the Project work is extended, your association with us may be extended for such further proved as may be decided by us. Hence, this contribut of employment by no means be treated or construct to be of permanent in nature granding thereby to you a status of pentuanent employee of the Company, how employment is governed by the contractional agreement between transmisurer Services Private Limited and SBI Cavils in Payment Services Private Londred for which your services have been engaged.
- If however the project work awarded to us is completed before time or if is terminated for any reasons schatacover earlier, then your services shall be terresisted on such earlier date as the schatton domands as proturns mentioned in your Letter of Engagement.

LARY	SYATUTORY BENEFITS		
Ra. 8996/*	PF Employer	#A 1080/	
Ks. 1524*	Hi Adrim	45.452	
Ro. 6/-	ESIC EMployof	41 1927	
	EOLI Employer	Rs. 404	
	Bonus	45 7487	
	, RosetGroupAccidentInsurance	Rb. 50/	
RJ. 10529/-	STATUTORY TOTAL	Hs. 2311/-	
Rs. 1000/-			
95.7% ¹			
Rt. 110/-		2.565255	
Rs. 9251/-	COST TO COMPANY (Gross + Statutory Berkelits)	Ra. 12031/	
	Rs. 1524/- Rp. 6/- Rs. 10538/- Rs. 1080/- Rs. 75/- Rs. 130/-	Rs. 5995/- PF Employer Rs. 1524/- PF Employer Rs. 5/- ESIC Employer EDU Employer Bonus FuelCiroupAcceletineurgece Rs. 10525/- STATUTORY TOTAL Rs. 1090/- Rs. 75/- Rs. 110/- Rs. 9251/- COST TO COMPANY	

3. Your CTC details would be :

tiones, if applicable, will be paid on monthly basis.

The net catery is subject to income Tax.

how salary is pavable only through electronic payment made such as EFUNEF1/RIGS/EUS or account parent cheque for which you have to provide relevant information at the time of joining. One month grace devid shall be provided to you on reasonable ground.

 In addition to the Healthy Salary, you will not be ortified to any other perquisities/ allowances unknot given to you. in writing. Your soverage wider KSIC scheme, Provident hund scheme, and Bonus Art whole applicate, with the priper the government regulations. Salary would be receivable on or before 1.00h of the subsequent month, subject to recease of corresponding payments from our Clent where you will be deployed. Any distinguing an iter source received needs to be reported to our noinest manch within J days of receipt of salars. they want in an

1781478 BR882007-107981

INNOVATION SERVICES PRIVATE LIMITED

Instantinal Complex, Park See, Victorial (W), Humbel - 400 679, India www.tence.in | modernov.in | PAN INC AMECIDIPPO | CIN. UP4900MH2016PTC273040



THE WEST BENGAL COLLEGE SERVICE COMMISSION

PURTA BHAVAN (3RD FLOOR), DF BLOCK, SECTOR - I, SALT LAKE, KOLKATA - 700 091 PHONE: Secretary - 033-2334-6675, Controller of Examinations-033-2337-4401 Office - 033- 2337-2920

819 Ref. No. - CSC / VU / (WMP.) -- 07 / 17

Date: 3178/19

The Principal/ Teacher-In-charge/ Administrator Ghatal Rabindra Satabarsiki Mahavidyalaya P.O. Ghatal, West Midinipur, West Bengal

Subject: Recommendation for the Post of Assistant Professor

Subject	UR	SC	ST	OBC-A	OBC-B	PWD
Political Science		\checkmark				

Dear Sir/Madam,

I am directed to communicate that the commission in its meeting dated 11/07/2019 has recommended ANUP MONDAL (Registration No. 10011069) son/ daughter of BASUDEB MONDAL duly empanelled against Advertisement No. 1/2018 in terms of section 7 of The West Bengal College Service Commission Act, 2012 for appointment to the substantive post of Assistant Professor in your college against the Vacancy with R. P. No. 25. The basic eligibility details of the recommended candidate is enclosed herewith. You are requested to appoint the said candidate to the said post in your college within a period of one month from the date of receipt of the letter.

The appointment will be guided in accordance with the College Teacher (Security of Service) Rules, 1977, read with The West Bengal Universities and Colleges (Administration and Regulation) Act, 2017.

The copies of the appointment letter and the joining report of the candidate may please be forwarded to the Commission within one month for information and record.

Yours faithfully

5111

Secretary/Controller of Examinations

Date: 31/5/19

N.B. All original documents in support of eligibility of the candidate may please be verified & checked at the time of giving appointment. 819/1(2) - csc/vu/(WMP.)-07/17

No

Copy forwarded to:

ANUP MONDAL VILL -- DEBIPUR, P.O. - KUNDARALI, P.S. -- BARUIPUR SOUTH 24 PGS WEST BENGAL 743610

The Director of Public Instruction, Education Directorate, Higher Education Department, Government of West Bengal, Bikash Bhavan, Salt Lake, Kolkata - 700 091 for information and necessary action.

Natardan

Secretary/Controller of Examinations

1

GHATAL RABINDRA SATABARSIKI MAHAVIDYALAYA

(NAAC ACCREDITED COLLEGE)

GHATAL :: PASCHIM MEDINIPUR :: 721212 Website : www.grsm.org.in // E-Mail : grsm.lkr@gmail.com

1215/2019

Dated : 07/09/2019

Phone: 03225-255024

From :

The Teacher-in-Charge-Cum-Secretary, Ghatal Rabindra Satabarsiki Mahavidyalaya Ghatal, Paschim Medinipur, 721212

To,

Anup Mondal, S/O-Basudeb Mondal, Vill -Debipur, P.O- Kundarali P.S. - Baruipur South 24 PGS, West Bengal, 743610.

Sir.

I am directed by the Governing Body to say that on the recommendation of the West Bengal College Service Commission (Vide No- 819-CSC/VU/(WMP.)-07/17, Dated- 31/08/2019), you are appointed as an Assistant Professor in Political Science in Ghatal Rabindra Satabarsiki Mahavidyalaya on the pay band of Rs. 15600/and Grade Pay Rs. 6000/- in the scale of Rs. 15600/- - 39100/-. You will be entitled to usual allowances/benefits as may be admissible from time to time with effect from the date on which you join the post on substantive basis.

You will remain on probation for a period of one year with effect from the date of your joining the post. Regarding probation, confirmation and other conditions of service you will be guided by the West Bengal College Teachers (Security of Service) act. 1975 and the rules made there under in addition to the Government orders and Rules and Statutes/Regulations/Rules/Ordinance, etc. of the Vidyasagar University.

This letter of appointment will be treated as cancelled if you fail to join the post by 30/09/2019.



ours faithfully

Sri Lakshmikanta Teacher-in-Charge Ghatal R S Mahavidyalaya Teacher-in-Change Cum-Secretary, Ghatal Rabindra Satabarsiki Mahavidyalaya



Experience Certificate



TO WHOM IT MAY CONCERN

This is to certify that **Ms. Srijana Chowdhury** is working with our organization as a **Subject Matter Expert (Biology)** since **May 14th**, **2020**. She bears good character and she is honest, hardworking with good theoretical and practical understanding of the subject.

We confirm all Information is true as per our record.



Working Giants 3/1-C, Gour Sundar Sett Lane, Kolkata -700050, INDIA Website: www.workinggiants.com

Director Contact@workinggiants.com 6/7, Bijoygarh, Jadavpur, Kolkata-700032 email: <u>naturemates@gmail.com</u> <u>www.naturematesindia.org</u> Dial: 9874357414/9477275731



To Manjushree Ray 2/20E, Sree Colony, Kolkata 700092

Sub: Appointment Letter for post of Junior Accountant at Office

Dear Manjushree,

Congratulations and Greetings from Nature Mates Nature Club!!

I am pleased to confirm our verbal offer of employment to you with Nature Mates Nature Club as a Junior Accountant, effective from 01.08.19.

The details of our offer, including the terms and conditions of your employment, are attached as Schedule "A."

Please take the time to carefully review our offer. This letter, along with the enclosed schedules, outlines the obligations of both Nature Mates Nature Club and yourself with respect to your employment conditions and is governed by the laws of the Kolkata High court and West Bengal Labour law. It details the terms and conditions of your employment with Nature Mates Nature Club and will form our agreed upon employment contract with you once signed.

The first six months of your job is on probation, after that we will review your performance and the final tenure and your salary will be reviewed.

Accepting employment will be conditional upon agreeing to and signing the attached copy of this letter and the attached Schedule, initialing each page in the right-hand corner and returning it to the office upon your earliest convenience, but prior to your first day of employment.

Manjushree Ray, we look forward to welcoming you to the Nature Mates Nature Club team and wish you a successful and rewarding career with us.

Sincerely,

Secretary Nature Mates Nature Club

Arjan Basu Roy Secretary Nature Mates Nature Club

Date: 29th July, 2019 Place: Kolkata

be nature's mate

Society Registration Number: S/1L 40938 of 2006-2007 80G Registration Number: CIT (EXMPTION), KOLKATA/80G/2018-19/A/10405 dtd. 22.02.2019 FCRA Registration Number: 147121056 dtd. 11.04.2017

Nature Mates-Nature Club

6/7, Bijoygarh, Jadavpur, Kolkata-700032 email: <u>naturemates@gmail.com</u> <u>www.naturematesindia.org</u> Dial: 9874357414/9477275731



Schedule A

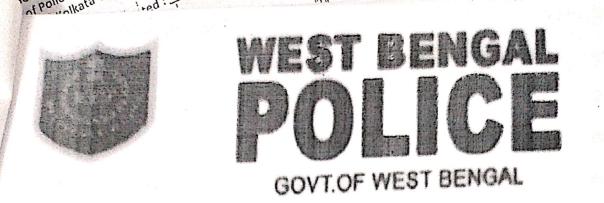
NATURE MATES NATURE CLUB Terms and Conditions of Employment

The following outlines the terms and conditions of employment with Nature Mates Nature Club. The Company reserves the right to change these terms and conditions as necessary, with due notice.

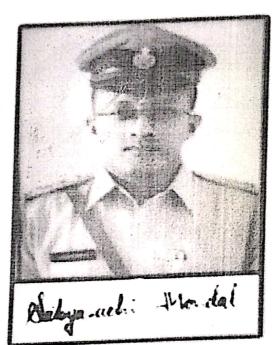
Title	Description			
Responsibilities	Journal entries, updating financial statements, maintaining accounts receivable and accounts payable etc.			
Salary	Rs. 6000.00 per month			
Status	Probationary			
Start Date	01.08.19			
Hours of Work	Monday to Saturday, 11:00 AM to 8:00 PM;			
Pay roll Schedule	Your salary will be paid to you on a monthly basis, less required deductions, (through NEFT) OR (by cheque).			
Vacation	Sunday and All National Holidays			
Probationary Period	To assess your fit within Nature Mates, the first Six (6) months of your employment will constitute a probationary period. At any time during this probationary period, Nature Mates may terminate your employment without cause and without advance notice or pay in lieu of notice. If this occurs, we would have no further obligation to you, financial or otherwise.			
Representation	You hereby represent and warrant to Nature Mates that you are not party to any written or oral agreement with any third party that would restrict your ability to enter into this Agreement or the Confidentiality and Proprietary Information Agreement or to perform your obligations here under and that you will not, by joining Nature Mates Nature Club, breach any non-disclosure, proprietary rights, non-competition, non- solicitation or other covenant in favour of any third party.			
Resignation	Should you wish to resign your employment with Nature Mates Nature Club , you will be required to provide Four (04) weeks' written notice to enable us transition your work.			
Termination	 Nature Mates Nature Club may terminate your employment at any time for cause. After the end of your probationary period, Nature Mates Nature Club may terminate your employment without cause at any time by providing you with the minimum notice, or pay in lieu of such notice, and any severance pay. However after the probationary period if Nature Mates Nature Club want to terminate contract with you company will give you a minimum notice period of four (4) Weeks or will give you a month salary if the termination is enacted immediately. 			

be nature's mate

Society Registration Number: S/1L 40938 of 2006-2007 80G Registration Number: CIT (EXMPTION), KOLKATA/80G/2018-19/A/10405 dtd. 22.02.2019 FCRA Registration Number: 147121056 dtd. 11.04.2017



BASIRHAT POLICE DISTRICT



SUB INSPECTOR

DOB - 28.03.1994 BLOOD GROUP - O+ CONTACT NO - 9163162988 DOR - 28.02.2054 GPF NO - TEMP/N/8/705003

issuing Authority

Superintendent of police Residuel Police District

Scanned with CamScanne

Org No. 1045 RO

MESSAGE

From :- Superintendent of Police, Banapur Police District ()

To -- ICs & OCs of (Baruspur/ Basanti/ Bhangore/ Canning/ Joynagar/ Batufata/ Narendrapur/ Sonarpur), Barupur PD/ RI (HQ), Barupur PO/ MTO, Raminour PD/OC, Women Cell, Raminus DD, 1976 (1997) agar/ Batufata/ Narendrapur/ Sonarpur), Barupur PD/ RI (HQ), Barupur PO/ MTO, Barulpur PD/OC, Women Cell, Barulpur PD-w-Cts (Jeynagar/ Bakutala/ Narendrapur/ Sonarpur), Barupur PD/ RI (HO), Barupus FU works w. Dv SD's (DFB/ Chime), Barulpur PD-w-Cts (Jeynagar/ Bhangore/ Canning), Barupur PD-w-SDPOs (Barupur/ Canning), Barupur PD-w-SDPOs (Barupur PD-w-SDPOs (Barupur)), Barupur PD-w-SDPOs (Barupur), Barupur), Barupur PD-w-SDPOs (Barupur), Barupur), Barupur PD-w-SDPOs (Barupur), Barupur PD-w-SDPOs (Barupur), Barupur), Barupur PD-w-SDPOs (Barupur), Barupur), Barupur PD-w-SDPOs (Barupur), Barupur PD-w-SDPOs (Barupur), Barupur

w-Dy SPs (DEB/ Crime), Barulpur PD-w-Addl SPs (Zonal/ HO/ DIS), Barupus PD-w-SDPOs (Barupur Canning), Barupus PD-w-Addl SPs (Zonal/ HO/ DIS), Barupus PD-w-AlG (S), WB-w-DiG (A), WB-w-PO WB-w-IC CR. Barupur Sub:- Appaintment and Basic Training of newly recruited candidates for the post of Cadet Sub-Inspectors/ Lady Sub-Inspectors (UB) & Cadet Sub-

Inspecticys (AB) in West Bengal Police 2018 Conducted by West Bengal Police Recruitment Board (1 Ret Police Directorate, West Bengal Memo No 619-ORG//ORG-115/18 (Pi-2) Dt 25/11/2019

Please inform and direct the Provisionally Selected candidate , who is residing under your PS junadiction to report to Reserve Office, Baruspur, Bansipur Police District (Zilla Parisad Building, 2nd Floor beside of P.C.Chanda Jewellery), Kolkata-700144 on 25-11-2019 by 10.30 hrs. repeat on 25-11-2019 by 10.30 hrs. for their appointment for the post of Sub-Inspectors/Lady Sub-Inspectors (UB) \$ Sub-Inspectors (AB) in WBP under this District ()They will be sent to SVSPA, Garrackpore, WB on 01-12-2019 for their Basic Training ()

All the enlisted candidates should bring positively the following items alongwith them at the time of their appointment-

1. All texterioruals/ Cartificates (in Original & Attested copy)

2 PAN Card, Voler Identity Card, Adhar Card and Ration Card in original which should be kept in possession of them.

2 Savings Bank A/C Pass Book & Cheque Book of State Bank of India (in Original) and 03 copies Xerox of Irst page of Pass Book (with MICR Code No) should be needed for salary account

4 Original Employment Exchange Registration Card (if done).

5 Release Order/ NOC (who are working in any other Govt. Service/ Non-Govt.Organisation)

6 Cashe Circificate (if any)

" Sufficient fund (Rs. 50004 approx.) for messing etc.

8 10 (Ten) copies of recent passport size photographs.

9 Bedding with mosquido nat to iron trunk with lock & key, mirror, shaving set (for male condidates)

11 Sufficient ciothes (Bermuda, Jeans, T-Shins, Sneakers, Slippers etc. are not allowed during baining)

12 water bottle, torch light and other domestic anicles as necessary. La water Dostre, force same and when required by this Department. No travelling allowance will be admissible () Credentials of all candidates are liable for ventication scrutiny as and when required by this Department.

ICs/OCs, concerned will please confirmed by return signal whether message were served () Comply by the stoolated date ()

OC. Women Cell, Banupur PD please depute 01 (One) LC to escort Lady Sub-Inspectors (UB) from Reserve Office, BRP PD to SVSPA, Banacapore, WB ()

IC CR. Banapur PD will please inform them accordingly ()

MTO, Baruipur PD, will please arrange necessary transport to drop the Sub-Inspectors & Lody Sub-Inspectors at SVSPA, BKP ()

Daled 06 / 11 / 2019

SL No.	Olst. Sl No,	Application No.	Written Test Roll No.	NAME	FATHER NAME	HOME ADDRESS	PHONE NO	P 5
13	25	10024790	11210221	SUNDAR SARDAR	PANCHU GOPAL SARDAR	Vill- Anandapur PO- Mayshowri PS- Bakultala Dist- South 24 Pargamas PIN- 743337	9830886136	Bekultala PS
14	26	10046332	11210060	SUBHADWEEP MONDAL	BHAPAT CHANDRA MONDAL	Vill- Kantapukuria PD- Gocharan PS- Joynagar Dist- South 24 Parganas P1N- 743391	\$29676586B	Joynagar ÞS
15	32	10000784	11210193	BHASWATA GOSWAMI	BHAJAN GOSWAMI	VILL- Naturpally PO- Naturpally PS- Sonarpur Dist: South 24 Parganas PIN- 700150	7059612339	Senarpur PS
16	33	10009535	11210187	SUPRIYA SANKHARI	BIMAL SANKHARI	VILL-Boral PO-Boral PS- Narendrapur Dist- South 24 Parganas PIN- 700154	9123652875	Narendraput PS
17	34	10009715	11210202	PALLAB KUMAR SARDAR	PILIN CHANDRA SARDAR	VILL- Dhalua, Sardarpara, Garia PO- Dhalua PS- Narendrapur Dist- South 24 Parganas PIN- 700152	8961300238	Narendrapur PS
18	36	10017564	11252219	TANIYA ROY	таран коч	VILL- Chowhatl Netaji Block PO- Chowhatl PS- Sonärpur Dist- South 24 Parganas PIN- 700149	7278662188	Sonarpur PS

In The High Court at Calcutta Original Side ESTABLISHMENT DEPARTMENT

MEMORANDUM Estb. No. 2.2.4.2. dated : 20 November, 2019

Sri Saikat Mondal, son of Sri Dilip Kumar Mondal is hereby offered appointment in the post of "Basic Grade Manuscript Section Writer" in the Group-C, in the High Court at Calcutta, on the Original Side Establishment, in the Interim Revised Pay Band Scale of Rs. 5,400-25,200/- (PB-2) with Grade Pay Rs.2600/-, along with other allowances as admissible under the relevant Rules on following terms and conditions:

The appointment shall, in the first instance, be on a purely temporary basis for a period of two years and on completion of the same he will be on probation for a period of one year, which may be extended for further period of one year. On satisfactory completion of the period of such probation, he will be confirmed.

However, the appointment shall remain terminable at one month's notice on either side during the period when the same remains temporary.

If he is willing to accept the appointment on the aforesaid terms and conditions, he is to report to the undersigned on <u>O2nd</u> <u>December</u>, 2019 at 10.30 A.M. sharp with this Memorandum, the Admit Card of the Written Test, educational certificates, the Caste Certificate and any other certificate/s, if applicable, concerning his candidature <u>all in original</u>. While reporting, he is also to submit duly filled up two copies of Police Verification Roll (annexed hereto) and an affidavit sworn before First Class Judicial *Magistrate/Metropolitan* Magistrate affirming that the information submitted through duly filled up Police Verification Roll are true, no criminal case is pending against him and in the event information so given are found to be false or misleading to the high Court Administration in any way even after his appointment, his appointment shall be liable to be cancelled.

He is required to undergo medical examination in a Government hospital in the mode and manner as would be determined by the High Court authority in consultation with the concerned hospital with the objective to ascertain certification of health that precedes appointment in this establishment of the Hon'ble Court, the date of such medical examination will be intimated to him in due course. For this purpose, on that day he is required to carry his medical test reports in respect of routine blood test (Hb%, TC, DC, ESR, Blood Sugar, Urea, Createnine), eye test, urine test (RE/ME) and chest X-Ray that shall be done at his own cost on any day after receipt of this communication, from any recognized diagnostic centre, in order to expedite the process.

No traveling allowances will be borne by the office for the purpose.

Joint Registrar (Administration) H.C.O.S., Calcutta

To Saikat Mondal S/o Dilip Kumar Mondal Vill. - Karimabad, P.O.-South Mohanpur P.S.-Magrahat Dist.-South 24 Parganas, Pin-743610 20th March,2020 Ms. Shreya <u>Chakrabarty</u> 6/35A, Netaji Nagar, Kolkata-700 092

Dear Shreya,

APPOINTMENT AS "FACULTY for Multimedia"

With reference to your application for the above mentioned post and subsequent interviews you had with us, we are pleased to appoint you as "FACULTY for Multimedia" in our WEBEL Computer Centre at AZADGARH with an annual compensation of <u>Rs</u>. 60,000/-[Rupees Eighty Four Thousand Only] on the following terms and conditions.

PLACE & DATE OF JOINING: At Kolkata on 1st of April, 2020

PROBATION

You will be on probation for a period of six months from the date of your joining, which may be curtailed or extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. You will not be able to discontinue your service in the first six months of your probationary period. Unless confirmed in writing, you will be deemed as probationer and your services are liable to be terminated at any time and without assigning any reason to you. Upon successful completion of probationary period, you will be confirmed as a permanent employee of the company.

LEAVE

You will be eligible to avail leave as per the Company's rules.

Thanking You,

I accept the above terms and conditions

Yours faithfully, For CAAD SOLUTION

Signature

(Authorised Signatory, CAAD SOLUTION)



DCG DATA-CORE SYSTEMS (INDIA) PRIVATE LIMITED

DC (I) PL / 2331

July 10, 2019

Ms. Tista Ghosh , 2/109, Sucheta Nagar, Haltu , Kolkata - 700078.

Sub: Contract Employment

Dear Ms. Ghosh,

With reference to your application and subsequent interview with us, this is to confirm the Terms & Conditions under which you are offered employment in this organization as **Project Associate, Kolkata.** Please find below the terms and conditions of your appointment.

- 1. The appointment will take effect from 10/07/2019.
- 2. You will be paid a Basic Salary of Rs. 3900/- per month.
- 3. You will also be paid:
 - a) City Compensatory Allowance of Rs. 800/- per month.
 - b) Incentive of Rs. 1800/- per month.
 - c) House Rent Allowance @ 60% of your Basic salary per month: Rs. 2340/-.
 - d) Performance Bonus/Other Allowance of Rs. 4160/- per month.
- 4. Your Gross Monthly Salary, therefore, will be Rs. 13,000/- (Rupees Thirteen Thousand Only).
- 5. Your appointment will be subject to the Standard Terms & Conditions of Employment as given in Annexure 1*.
- 6. Your services are liable to be transferred at the discretion of the Company, to any of its offices of its Associates anywhere in India.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the foregoing Terms & Conditions of appointment and also sign the attached * undertaking and return the same in a cover marked confidential within seven days from the date of receipt of this letter.

Very truly yours, DCG DATA-CORE SYSTEMS (INDIA) PRIVATE LIMITED

diNand

Piyali Nandi. Senior Executive - Human Resources Encl: *

> Regd. Office : DG Block, Sector II, Plot - 4, Salt Lake City, Kolkata - 700 091 Tel : +91 33 2359 3901/02/18/19 ; Fax : +91 33 2321 2099 I CIN : U72300WB2015PTC207542 web : www.datacoresystems.com

DCG Data-Core Systems (India) Pvt. Ltd. erstwhile Data-Core (India) Pvt. Ltd. dba Data-Core Systems (India)

Session 2020-21



APPOINTMENT LETTER

24 May, 2021

Dear Piyali Dey,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

- 1. Your initial place of work will be at **IN-Kolkata**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
- 2. You will be expected to attend office except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

- 1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 80000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
- 2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
- 3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
- 4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

4. Leaves:

You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

5. Term:

Employment period shall commence on **26 May, 2021** and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable by one month's notice by either party or one month's salary in lieu thereof:

- 1. You will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by two months' notice by either party or two months' salary in lieu thereof. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, the Company may, at its discretion relieve you from such date as it may Deem fit even prior to the expiry of the notice period given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.
- 2. During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function or there is no suitable role available for you based on company requirement, the company reserves the right to terminate your employment in accordance with the bench policy. If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily abandoned your services. In such a case, your employment with Wipro will stand terminated. In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation

6. Retirement:

You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.

7. Confidentiality:

- 1. During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.
- 2. During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.
- 3. You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
- 4. You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.
- 5. You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
- 6. You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
- 7. You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.
- 8. You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes,

plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.

You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.

8. NONCOMPETE

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to information of key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation

9. Whilst employed by the company, you:

- 1. Will not engage in any external activities of a commercial nature
- 2. Will not engage in any activity of a non-commercial nature without prior written approval of the Company.
- 3. Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.
- 4. Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.
- 5. You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.
- 6. Will maintain best standards of personal health and should necessarily be medically fit to perform your duties

Other Provisions

- 1. **Language**. This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.
- 2. **Governing Law**. This appointment shall be governed by and interpreted in accordance with the laws of India.
- 3. You shall be governed by the "Service Agreement" as applicable to you

It is understood that your date of joining **Wipro Limited**, will not be later than**26 May**, **2021** failing which this offer will automatically stand revoked without any further notice.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.

Yours faithfully, For Wipro Limited.

Jouwar

Sandesh Kumar Associate Vice President – Talent Acquisition

I accept the terms of this letter.

Signature: E-Signature Signature

Date: E-Signature Date

Name: Piyali Dey

ANNEXURE I

Name	Piyali Dey
Designation	Associate
Date Of Joining	26 May, 2021
Level	AA
Basic	80000
House Rent Allowance	40000
Bonus	16800
WBP	39327
PF	14301
Gratuity	3848
ESI	5724
Target Cost To Company (per Annum)	200000

ANNEXURE II

CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealing with the suppliers, customers and all other organizations or individuals doing or seeking to do business with Wipro. Noted below are a few examples of 'conflict of interest':

- 1. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises securities in widely held corporations which are quoted and sold on open market or the interest is not material.
- 2. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become the contractor, supplier or customer, except with the knowledge and consent of top management.
- 3. For an employee to serve as an officer, director or in any other management capacity or as consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- 4. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- 5. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services, excessive entertainment and travel or gifts of more than nominal value from any individual or organization, doing or seeking to do business with the company.

I have read and understood the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform top management.

ANNEXURE III

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT 2000

I **Piyali Dey**, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') for the following purposes:

- 1. Validating my Curriculum Vitae and retaining records on the same for any future reference/verification
- 2. Processing my job application including background verification checks and medical checks
- 3. Employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party. I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me.

Name: Piyali Dey

Signature: E-Signature Signature

ANNEXURE IV

CONSENT FOR RANDOM OR REASONABLE SUSPICION DRUG TEST

I am aware that Wipro has a policy which stipulates that employees while at work cannot be under the influence of any narcotic drugs, psychotropic substances and/or alcohol so as to ensure a healthy work force. To ensure the adherence of this policy, Wipro might be required to collect specimen of employee's hair, urine, blood, or any other relevant bodily sample, as may be required (hereinafter the "Sample") and submit it for drug test screening (hereinafter "Test").

I hereby **Piyali Dey**, consent to allow Wipro Limited (hereinafter "Wipro") to collect Sample from me for the Test.

In furtherance of the above stated:

- 1. I understand that the Test shall be conducted on random basis without any prejudice to anyone.
- 2. I authorize Wipro to share the Sample with Wipro's authorized vendor for the purpose of processing the Sample and making the result available to Wipro.
- 3. I understand that Wipro provides adequate security measures to safeguard the information resultant from the Test and all other personal data associated with it.
- 4. I understand that neither Wipro nor any authorized third party under clause (3) above shall retain the data collected in respect of the Test for period no longer than as required for statutory purposes and the data shall be suitably destroyed thereafter.
- 5. I understand that Wipro is entitled to initiate suitable actions against me including but not limited to disciplinary action based on the Test results.
- 6. I understand that Wipro may notify and publish the information resultant or ancillary to the Test if obliged under law to do so.

Name: Piyali Dey

Signature: E-Signature Signature

Place: IN-Kolkata

Date: E-Signature Date

For more details please refer to the policies on myWipro > App Store > Information > My Policies > India



DEPARTMENT OF POSTS, INDIA

O/O THE SUPDT. OF POST OFFICES, SOUTH PRESIDENCY DIVISION BARUIPUR, KOLKATA – 700144

Ph no.: (033)2433-5057 / 24338409, e-mail: dosouthpresidency.wb@indiapost.gov.in

Memo No.- A-7/GDS/Online Engagement/2020(Cycle-II)/Canning Town Sub-Dn Dated at Baruipur, the 12.11.2020

In pursuance of C.O. letter no.- Rect/R-100/GDS/Cycle-II/VOL-II dated 11.08.2020, the following selected candidates for the post of BPM are hereby directed to undergo Theoretical training for Six (6) days from 10:00 Hrs to 17:00 Hrs during the period from 23.11.2020 to 28.11.2020 positively at office of the concerned IP Sub-Division.

After completion of theoretical training the selected BPM are also directed to attend practical training covering different aspects of job profile of the BPM/ABPM/Dak Sevak for further Six (6) days, field/hands-on w.e.f 01.12.2020 to 07.12.2020 at their place of posting and concerned Account Office conducted by the Sub-Divisional Head.

No TA/DA is admissible.

SI No.	Name of the Selected Candidate	Selected for the Post of	Name of the Account Office	Name of Sub- Division	Name, Contact no. & email of the Concerned ASP/IP Sub-Division
1	Tanoy Paul	BPM Boromolla Khali B.O.	Chottomolla Khali S.O.	Canning Town Sub-Division	Shri Satyavir Singh,
2	Subham Das	BPM Santigachi B.O.	Gosaba S.O.	Canning Town Sub-Division	Inspector of Posts, Canning Town Sub-Division, Canning
3	Suman Bhunia	BPM Agarhati B.O.	Canning Town S.O.	Canning Town Sub-Division	Town Ferri Ghat, pin- 743329
4	Anushree Chakraborty	BPM Chimta B.O.	Choto Molla Khali S.O.	Canning Town Sub-Division	Contact no 8802362777 Email-
5	Sohini Roy	BPM Bhalleya B.O.	Taldi S.O.	Canning Town Sub-Division	sdicanning@gmail.com

Supdt. Of Post offices^L South Presidency Division Baruipur, Kolkata-700144

Copy to:

- 1. The ADPS (Rectt), O/o the Chief PMG, W.B. Circle, Kolkata-700012- for information
- 2. The ADPS-I, O/o the Chief PMG, Kolkata Region, Kolkata-700012 -for information
- 3. Shri Satyavir Singh, Inspector of Posts, Canning Town Sub-Division, Canning Town Ferri ghat, pin-743329, -He is required to intimate the venue of the training centre to the concerned candidates positively. They are requested to ensure to conduct the said training keeping in mind Social Distancing and all other precautions to contain the spread of COVID-19. They are also requested to submit completion report of the said training.
- 4. The Branch Manager, IPPB Branch Baruipur / Diamond Harbour- for information
- 5. Concerned Candidate- You are instructed to maintain social distancing, heath hygiene protocol and wearing of mask.
- 6. Office copy

(P.K.Dab) ℃

Supdt. Of Post offices South Presidency Division Baruipur, Kolkata-700144 Department of Posts

Postal Stores Depot, Kolkata



To: Nausheen Khanam

Date: 18-02-2021

Ref: <u>Research Analyst</u> POST

Dear Nausheen Khanam

This is a permanent position and you will therefore be entitled to all staff benefits. Your starting date will be <u>18th February 2021</u>. You will be paid 15000 INR per month. Your salary will be paid on the <u>11th</u> of each month and your salary cycle will be from the 1st to the 30th of each month.

We are all looking forward to working with you and hope you will soon feel part of the team. If you have any questions, please contact me.

Yours sincerely

Kaushik Roy



Elite Research and Analysis BC-136, Sector 1 Saltlake City, Kolkata 700 064 Ph: 033 4601 6179



GOVERNMENT OF INDIA केन्द्रीय लोक निर्माण विभाग Central Public Works Department

O/o Special Director General Project Region-Kolkata 5th Floor, 1st MSO Building, Nizam Palace 234/4 AJC Bose Road, Kolkata-700020 आचार्य जगदीश चंद्र बोस रोड 4/234, कोलकाता 70020-

दूरभाष/Telephone:033-2287 7417, फैक्स/FAX0:33-2287 7705, ई-मेल/Email:ddghqer.cpwd@gov.in

F. No. 6(5)/SDG(PRK)/C&G/2021/94

विशेष महानिदेशक का कार्यालय

5 वां तल, प्रथम एमभवन .ओ.एस., निज़ाम पैलेस

परियोजना क्षेत्रकोलकाता-

Dated 15/01/2021

Office Order

Sub: A.M.C. of Computers and its accessories including minor repair and maintenance of whole net work.

It is brought to kind notice of all officials of the office of SDG(PRK) that A.M.C. work for Computers and its accessories has been assigned to M/s. D.S. Computer Solution, P.O. + P.S: - Barulpur, Kolkata – 700144. The scope of the work is as under :-

- 1. Maintenance of Computer including replacement of spare parts like Key Board, Mouse, Monitor, UPS, SMPS (Except LCD/Picture tube power adaptor, UPS battery, optical drivers etc).
- 2. Maintenance of printers including replacement of all spare parts (Except plastic spares, printers scanners and Teflon) etc.

In case of any complaint, officials may directly contact to above firm. Concerned person - Mr. Tapas Saha (Mob No. 9674103210). Necessary entry of the complaint and that it has been attended satisfactorily, shall be made in the complaint book available with Mr. Saha.

This is issued with the approval of CE(WCumTLQA).

All officials under O/o SDG(PRK), (THROUGH WEBSITE OF ER)

Executive Engineer(HQ)

OP ajanta pharma limited PAY-SLIP



NAME: SNEHASIS	BHATTACHARJE	E		DESIGNATI	ON : TRAINEE SAL	ES OFFICER	MONTH	I: May	2021	
Empno	83102			PF NO	MH/90900/42726		Leave Status	CL	SL	PL
Grade	.M1			UAN	101683761597		Opening Bal	14.00	9.00	0.00
Dept	AUREUS			ESIC NO.			Availed	0.00	0.00	0.00
Head Quarter	KOLKATTA	KOLKATTA POOL 1		Bank A/C D.O.J.			Closing Bal	14.00	9.00	0.00
Earnings			0.0.3	Deduction			Attendance Detail			
Particulars		Rate	Earned	Particulars		Amt. in Rs.	Particulars		Days	
BASIC		6,800.00	9,067.00	ESIC		151.00	Days Present		25.00	
HOUSE RENT ALLOW	ANCE	2,720.00	3,626.70	PROVIDEND FUND		1,741.00	w/o		4.00	
CONVEYANCE ALLOW	VANCE	1,360.00	1,813.00	PROFESSIONAL TAX		130.00	РН		1.00	
EDUCATION ALLOWA	NCE	680.00	907.00	Total Deduction :		2,022.00	CL		0.00	
CITY ALLOWANCE		680.00	907.00				SL		0.00	
MEDICAL REIMBURSE	EDICAL REIMBURSEMENT 680.00 907.00					PL			0.00	
L.T.A. 680.00 907.00					Days Paid			31.00		
ADV. AGAINST BONUS/EX-GRATIA 1,400.00 1,866.70					LWP			0.00		
Total Earning : 15,000.00 20,001.40					Total Days			31.00		
Your TE for the month is						Net Salary :		17	,979.40	
Seventeen Thousand	Nine Hundred S	eventy Nine Only								

NEW JOINEE W.E.F.21/04/2021 ADJ: REFUND 10 DAYS [21-30] OF APR AS REPORT RECD.



भारतीय डाक विभाग / DEPARTMENT OF POSTS, INDIA अधीक्षक, डाकघर का कार्यालय / O/o THE SUPDT. OF POST OFFICES दक्षिण ग्रेसीडेंसी मंडल / SOUTH PRESIDENCY DIVISION बारुईपुर / BARUIPUR, कोलकाता / KOLKATA - 700144 Ph:- (033)2433-5057 / 24338409 e-Mail:-dosouthpresidency.wb@indiapost.gov.in

ORDER OF PROVISIONAL ENGAGEMENT

Memo No. A-7/GDS/Online/Rectt/Dihimathurapur Gobindapur B.O Dated at Baruipur, the 17/07/2020

In response to the notification No. RECTT./R-100/ONLINE/GDS/VOL-VI DATED 05.04.2018 1. Shri/Smt/Ms SUMAN HAZRA son/daughter of Shri SWAPAN HAZRA whose Date of Birth is 3/5/1999 and who belongs to UR category/selected against UR category is hereby engaged as BPM Dihimathurapur Gobindapur B.O in account with Rudranagar S.O on PROVISIONAL BASIS with effect from dated 06.07.2020 FN in the TRCA scale of Rs 12000-29380, LEVEL-1. He/She shall be paid such allowances as are admissible from time to time.

Shri/Smt/Ms SUMAN HAZRA Son/daughter of Shri SWAPAN HAZRA should clearly understand 2. that his/her engagement as BPM Dihimathurapur Gobindapur B.O in account with Rudranagar S.O shall be in the nature of a contract liable to be terminated by him/her or by the undersigned by notifying the order in writing and that his Conduct and Engagement shall be governed by the Department of Posts, Gramin Dak Sevak (Conduct and engagement) Rules, 2020 as amended from time to time.

This Provisional Engagement is subject to satisfactory verification of the prescribed educational 3. qualification, community certificate and other certificates, wherever prescribed. The candidate will have to undergo satisfactory prescribed Induction Training course and Practical Training as and when issued. The engagement is provisional and subject to certificates being verified through proper 4. channels. If the verification reveals that the claim of the candidate belonging to Scheduled Caste/Scheduled Tribe / Other backward classes/(not belong to creamy layer)/ is false or educational certificates are not genuine or found unfit on Police Verification, his/her Engagement shall be terminated forthwith without assigning any further reasons and without prejudice to other criminal/legal action as may be taken under the provisions of Indian Penal Code for production of false certificate as a consequence.

The engagement of (Economically Weaker Sections)EWS candidates is provisional and is 5. subject to the Income and Asset certificate being verified through proper channels and if the verification reveals that the claim to belong to EWS is fake/false the Engagement will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of fake/ false certificates.

If any information or documents submitted by the candidates is found false/ incorrect at a later 6. stage, his/her engagement shall be terminated in accordance with Rule 8 of GDS (Conduct & Engagement Rules, 2020).

(Shri S.Ghosh) Supdt. Of Post offices South Presidency Division Baruipur, Kolkata-700144

Copy to:-

- 1. The candidate
- 2. ASPOs/Inspector Posts Kakdwip Sub Division
- 3. Postmaster/SPM Rudranagar S.O
- 4. O/C Spare

Welcome to Amazon! We are excited to have you onboard.

As we prepare to welcome you on your first day, below are some important New Hire Orientation (NHO) details. In light of recent COVID-19 (2019 Novel Coronavirus) guidance, we have modified our onboarding process to virtual NHO activities. Below are the details needed for you to have a smooth start in your new role, so please read this e-mail Carefully

WHAT TO DO BEFORE YOUR FIRST DAY

Your Manager will reach you for onboarding. Alternatively you can also reach your manager (The details are provided in this email) to discuss plans for your first day and week.

WHAT TO EXPECT ON YOUR VIRTUAL FIRST DAY

IT Assets: You will be receiving IT Assets Pickup/Delivery instructions directly from Amazon IT team. You are requested to follow these instructions to have your IT Assets(Laptop/Desktop) enabled on Day1. If you have not received Day1 System Pickup/Delivery instructions, then you may reachout to the Recruiter/Hiring Manager for Guidance.

WORK LOCATION

Please find your joining date and Work location address for reporting onsite as per guidance from your manager.

Date of Joining: 26th April 2021

Day1 work from home reporting time : 9:00 AM to 10:00 AM

• Amazon Office Address: Kindly reach out to the Hiring Manager for the Work Location address.

Every new hire is expected to complete and acknowledge all the offer documents in MyDocs portal received from MyDocsnoreply@onbaseonline.com on or before Friday 12 noon which includes Terms of Employment, Payroll direct deposit form, Employee information form etc. If you do not complete the documents, your onboarding will be autocancelled on Monday. In case, you have not received any email from MyDocs, request validation check of your spam folder and write to es-india-



AS-KOL/CONF/PM/20-21/005

Date: 01/02/2021

Subject: Confirmation of Appointment as a Trainee

Dear Mr. Bijay Mandal,

We are glad to inform you that, consequent to the review of your performance during Probation Period, your appointment is being confirmed as "Confirmed Trainee" with effect from 01/02/2021.

All other Terms & Conditions as detailed in your Appointment letter remains unchanged.

We look forward for your long association with team Ascon Softech India Pvt Ltd.

We hope you will use this opportunity in improving your skills & career with our organisation and achieve all targets and milestones set on you.

We congratulate you on your success and wish you a successful career ahead.

Regards,

ASCON SOFTECH INDIA PRIVATE LIMITED Authorised Signatory



HR Team Ascon Softech India Pvt Ltd

31, Indra Biswas Road, Belgachia, Kolkata - 700037

www.asconsoftech.com

Call. +91 33 2334 0456 , +91 90 3839 0000 email.connect@asconsoftech.com



ASCON SOFTECH INDIA PRIVATE LIMITED GSTIN - 19AATCA1841P1ZY CIN - U74999WB2020PTC235913

Place : Kolkata

Date: 1st July,2021

To Mr. Bijay Mondal

Sub: Increment Letter

Dear Mr. Bijay,

We would like to convey our hearty congratulations for your hard work and dedication towards organization objectives and it is our pleasure to announce an increment from your existing trainee pay of 1.80 LPA to 2.80 LPA (on a revised calculation band, pre and post). The structure includes the PF and the Group Medical Insurance benefits (given as an added component by the Company as complementary benefit).

The revised salary will be effective from 1 July 2021. The new revised salary details is given as in Annexure - I

We look forward to your valuable contributions to the organization and wishing you a great career ahead and wish you best of luck for the next yearly review.

ASCON SOFTECH INDIA PRIVATE LIMITED uthorised Signatory

Regards, Subrata Chaudhuri





31, Indra Biswas Road, Belgachia, Kolkata - 700037

email.connect@asconsoftech.com



ASCON SOFTECH INDIA PRIVATE LIMITED GSTIN - 19AATCA1841P1ZY CIN - U74999WB2020PTC235913

Annexure - I

	CURRENT			BENEFITS NOW		PROPOS	SED	BENEFITS PROP	Increase Takehome/Month
NAME	CTC (PA)	GROSS (PM)	TAKE HOME (PM)	PF / INS	CTC (PA)	GROSS (PM)	TAKE HOME (PM)	PF / INS	increase takenonitemonth
BIJAY	1.80L	15000	15000	NO / NO	2.80L	21766	20069	YES / YES	5069

SA	ALARY CALC	JLATION				
Yearly & Mo	nthly Break L	Jp of Gross S	alary	and a state of the	adverser filsenstatic	
		Name	Bijay N	Iondal		
		Dept	IT			
		Approve	and have	AP		
		Approve	ed by	SC		
	Year	ly (INR)	1	Monthly	(INR)	
Details	Yearly	Grand Totals				
Gross Salary	2,61,195			21,766		
Basic	1,30,598			10,883		
HRA	52,239			4,353		
Conveyance	13,060			1,088		
Medical	13,060	_		1,088		
Performance Incentive	52,239			4,353		
Special Allowance						
P.F. (Employers Contribution 12% of Basic or Rs 1800/- whichever is Lower)	18,806					
Bonus		_		-		
Employer ESI [If Applicable]	-					
	CTC [PA]	2,80,001				
	CTC [PM]	23,333			21,766	Gross PM
Less : Deduction						
P.F. (Employees Contribution 12% of			1			
Basic or Rs 1800/- whichever is Lower)	18,806			1,567		
Employee ESI [If Applicable]	-			-		
Professional Tax- standard	1,560			130		the second second second
Total Statutory Deduction		20,366			1,697	
Net Salary Payable		2,40,829				Character 200
					20,069	Net PM
	Net PA	2,40,829	-			

31, Indra Biswas Road, Belgachia, Kolkata - 700037

email.connect@asconsoftech.com



(Formerly known as Sanghvi Technologies Pvt Ltd.)

This Agreement hereto constitute the entire agreement between the Parties and shall supersede all negotiations, preliminary agreements and all prior and contemporaneous discussions and understandings of the Parties in connection with the subject matter hereof. No change, modification, or termination of any of the terms, provisions, or conditions of this Agreement shall be effective unless made in writing and signed or initialled by all Parties to this Agreement.

Cancellation, expiration or earlier termination of this Agreement shall not relieve the Parties of obligations that by their nature should survive such cancellation, expiration or termination including Clause 3 (Representations, warranties, Covenants and Undertakings), Clause 4 (Remuneration), Clause 5 (Intellectual Property Rights), Clause 6 (Confidentiality), Clause 7 (Non solicitation and Non-Compete), Clause 8 (Termination and Rights and Obligations on Termination), Clause 9 (Indemnity), Clause 10 (Governing Law and Jurisdiction). If any paragraph, sub-paragraph, or provision of this Agreement, or the application of such paragraph, sub-paragraph, or provision, is held invalid by a court of competent jurisdiction, the remainder of this Agreement, and the application of such paragraph, sub-paragraph, or provision to Persons, or circumstances other than those with respect to which it is held invalid shall not be affected. The headings are inserted for convenience only and shall not affect the construction of this Agreement and words importing a gender include all genders and the Recitals and Schedules to this Agreement shall be deemed to form part of this Agreement.

The Company has the right to assign this Agreement to any group company and / or third party,

IN WITNESS WHEREOF, the Parties have executed this Agreement as of the date first above

written.

ANGHVI

SIGNED SEALED AND DELIVERED	SIGNED AND DELIVERED
Sparselon	Megha Mondal.
Ravindra Dandekar	Megha Mondal
Head HR	Employee
for and on behalf of Sanghvi Beauty & Technologies Private Limited ('Company')	

Employee Name: Megha Mondal

Employee Code: 801459

Schedule-II

CIN. U72900PN2015PTC156163

Registered Office: 'Sanghvi Hause', 105 / 2. Shivajinagar, Tophkhana Road, Pune - 411005 India Tel: 020 67634800

Government of India: MILLY WEATE Department of Posts: 1781 Territ

Office of the Senior Superintendent of Post Offices, Howrah Postal Division, Howrah-711201. वरिष्ठ ताक अधीशक का कामीलय, तावता ताक विभाग, तायता 711101 Phone No. 033-3667-1287/ Fax (033)2667-0308 e-Mail- dohowrah.wb @indiapost.gov.in/ dophowrah@gmail.co ALL/n-Main/Regil

ORDER OF PROVISIONAL ENGAGEMENT

stated at Howrah the 22,05 2020 Memo No. BO Eatt./ GDS Rept./ Cycle-i/ Rameswamagar B.O.

* With reference to the notification No. RECTTIR-100/ONLINE/GDS/VOL-VI dates 05/04/2018 issued by the WB Postal Circle Kokata-700012, ShrVSmt/Ms, Debojyoti Sen, Sonidaughter of Dute Sen having permanent residence at 379, Sanghati Colony, Raetur Road, Naktara Kolkuta 700047 whose date of birth is 18/12/1997 and who belongs to UR category/telected against UR Category is hereby engaged as BPM, Rameswarnagar B.O in account with Fort Gloster S.O under Howrath H.O on provisional basis in Howrath Peetal Division with effect from dated 22.06.2020 AN/FN in the TRCA scale of Rs. 12000-293804 LEVEL-1. Her She shall be paid such allowances as are admissible from time to time

2. Shri/Simt/ Ms. Debojyoti Sen , Sch/daughter of Shri. Dulai Sen should clearly understand that his/her provisional engagement against the vacant post of BPM. Remeswarnagar B.O in account with Fort Gloster S.O shall be in the nature of a contract liable to be terminated by him/her or by the undersigned by notifying the order in writing and that his/her Conduct and Engagement shall be governed by the Department of Posts, Gramin DakSevak(Conduct and Engagement) Rules, 2020 as nended from time to time.

3 This Provisional Engagement is subject to satisfactory venification of the certificates and documents received from the appointee relating to permanent residence, educational qualification, age proof, community certificate and other certificates. wherever prescribed.

4. The engagement is provisional and subject to certificates being verified through proper channels. If the ventication reveals that the claim of the candidate belonging to Scheduled Caste/ Scheduled Tribe/ other backward classes(Not belong to creamy layer) is faise and educational trible children and certificates of age proof are not genuine or found unifit on police verification, his/her Engagement shall be terminated forthwith without assigning any further reasons and without prejudice to other criminal/ legal action as may be taken under the provisions of Indian Penal code for production of false certificate as a consequence.

5. The engagement of (Economically Weaker Sections) EWS candidates is provisional and is subject to the Income and Asset certificate being verified through proper channels and if the verification reveals that the claim belong to EWS is fake/false the

Page-1

Continued to Page-2

Page-2 Engagement will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the indian Penel Code for production of fake/faile conflicted.

6.If any information or documents submitted by the candidate is found false/incorrect at a later stage. His/her angagement shall be terminated in accordance with the rule 8 of GDS(Conduct & Engagement) Rules. 2020

7.4t is also mentioned that his/her selection followed by engagement, is subject to the outcome of WPCT NO-5356(W)/2018 pending before the Hon'ble High Court - Calculta If these conditions are acceptable to Sri. Deboyoti Sen, S/o Dulat Sen he a minunicate his acceptance in the enclosed proforma.

्रम् अर्थने क (F. Statister और हलदरा) april: of P. Our offices sime anthenen Herwrath Dn. Flowcold-73(110) हानद्वद्या डिजीजना, हान्यद्वा -71(110)

A copy of this memo is issued to:

The appointee Sri Debojyoti Sen. Dulai Sen. 379, Sanghati Colony, Raipur Road. Naktala: Kokata-700047. II. The Sr. Postmaster, Howrah H.O., Howrah-711101. He will kindly see that necessary F. Bond has been furnished by the appointee before drawal of his/ her monthly allowances III)The GM(PA&F), WB Circle, Kolkata-700012

III)The GM/PA&F), WB Circle, Kofkata-700012.
IV: The IP, Howrah 2rd Sub Dn., Howrah-711310. He/She will please make over the charge of the BPM, Rameswarnagar B.O to the newly selected candidate terminating the axistic hyperbend in the server the server to be object Sen S/O – Dulal Sen and remit the same to the concerned Postal CO. Society and report to this office as well as to the Sr vi The Branch Postmatter, 711101.
In Postmaster Howrah HO, Howrah – 711101.
In Postmaster/ Sub Postmaster Fort Gloster S.O., Howrah-711310.
In Divisional Office respective selection & Engagement File.
K Society

Chevelet (P. Hadden A. grazz updt of P. Ou' affers size atflitte Howrah Da. Howrah-71110 हावडा डिवीजन, हावडा -71110

भारत प्रस्तार, Government of India, Ministry of Communication डाक विभाग /Department of Posts Howrah Division, Howrah - 711101



Signature of card holder

Valid upto. Unique Employee ID Name Category/Post Date of Birth Name of Office with Account Office Name of Subdivision 31/03/2026
DEBOJYOTI SEN
BPM
19/12/1997
R,S, Nagar BO under Fortgloster SO
Howrah 2nd Sub Division

स्तीय आत



CONSULTANCY AGREEMENT

This CONSULTANCY AGREEMENT is executed on **01 February 2021** by and between:

NETSCRIBES (INDIA) PRIVATE LIMITED, a company incorporated and registered under the provisions of the Companies Act, 1956 and having its registered office at Office No. 504, 5th Floor, Lodha Supremus, Lower Parel, Mumbai-400013, Maharashtra hereinafter referred to as "**Netscribes**" (which expression shall unless repugnant to the context hereof include its successors and assigns);

AND

Jonaki Bhowmik, aged 24, residing at 42 Banerjee Para Road, Paschim Putiari S.O, Kolkata, West Bengal - 700 041, (hereinafter referred to as "Consultant" which term shall, unless repugnant to the meaning or context thereof be deemed to mean and include his/her executors and administrators).

Netscribes and the Consultant are hereinafter individually referred to as "**Party**" and collectively as "**Parties**" whenever the context requires and permits.

WHEREAS:

- A. Netscribes is engaged in the business of collating, analysing, researching and presenting data and other information for use by its customers for various purposes ("**Business**").
- B. Based on mutual discussions and understanding and subject to the terms of this Agreement, the Consultant has agreed to provide the Consultancy Services (as defined in this Agreement) to Netscribes and Netscribes has agreed to appoint the Consultant for providing the Consultancy Services in consideration for the Consultancy Fee (as defined in this Agreement).
- C. The Parties have agreed to enter into this Agreement to record the terms and conditions for appointment of the Consultant.

NOW THIS AGREEMENT WITNESSETH AND IT IS HEREBY AGREED BY AND BETWEEN THE PARTIES HERETO AS UNDER:

1. DEFINITIONS AND INTERPRETATION

1.1. Definitions: In this Agreement, the following terms shall have the meaning as set forth hereunder:

"Applicable Law" means all applicable laws, by-laws, statutes, rules, regulations, codes, permits, licences, approvals, consents, authorizations, government approvals, judgment, order or notification, in effect as on the Effective Date and thereafter, from time to time in force governing the subject matter of this Agreement;

"Agreement" means this consultancy agreement, executed by and between the Parties, and shall include any schedules, annexures or exhibits that may be annexed to this Agreement, and any amendments or modifications made to this Agreement from time to time by the Parties, in writing and in accordance with the terms of this Agreement;

"Business" means the meaning set forth in Recital A of this Agreement;

"Confidential Information" means any and all data or information of a Party ("Disclosing Party") which includes, but is not limited to, business information, specifications, research, software, trade secrets, discoveries, ideas, know-how, designs, drawings, flow charts, data,





computer programs, marketing plans, customer names, budget figures, and other technical, financial and business information concerning the Disclosing Party, or any such information of clients, customers, parents, affiliates, subsidiaries or agents of Disclosing Party, which is disclosed by the Disclosing Party whether directly in oral or material form to the other Party ("**Recipient**"), or indirectly, by permitting the Recipient to observe the conduct of the Disclosing Party's various operations or processes, but shall not include Non-Proprietary Information;

"**Consultancy Fee**" means the fee to be paid by Netscribes to the Consultant, details of which are set out in Schedule B, in accordance with the terms of this Agreement, for the Consultancy Services;

"**Consultancy Services**" means the consultancy services to be provided by the Consultant to Netscribes, details of which are set out in Schedule A of this Agreement, in accordance with the provisions of this Agreement, which shall include issuance and submission of the Deliverables by the Consultant to Netscribes as per the Milestones in accordance with Schedule A and such other services which are incidental or ancillary to the Consultancy Services, as may be agreed between the Parties;

"**Deliverables**" mean any output of the Consultancy Services and any other documents, products and materials provided by the Consultant to Netscribes as specified in Schedule A and any other documents, products and materials provided by the Consultant to Netscribes in relation to the Consultancy Services;

"Effective Date" shall mean the the 01 February 2021;

"Force Majeure" means an event which is beyond the reasonable control of a Party, and which makes a Party's performance of its obligations under this Agreement impossible or so impractical as reasonably to be considered impossible in the circumstances, and includes, but is not limited to, war, riots, civil disorder, earthquake, fire, explosion, storm, flood or other adverse weather conditions, strikes, lockouts or other industrial action (except where such strikes, lockouts or other industrial action are within the power of the Party invoking Force Majeure), confiscation or any other action by government agencies;

"Intellectual Property" means any ideas, inventions, discoveries, concepts, designs, knowhow developments, improvements, original works of authorship, material, trade secrets, processes, formulae, business and product names, logos, slogans, industrial models, processes, designs, databases, methodologies, software, computer programs, technical information, manufacturing, engineering and technical drawings, know-how created or conceived by a Party;

"Milestones" mean a date by which a part of the Consultancy Services is to be completed, as set out in Schedule A;

"**Netscribes' Materials**" means all documents, information, items and materials in any form (whether owned by Netscribes or a third party), which are provided by Netscribes to the Consultant in connection with the Consultancy Services;

"**Non-Proprietary Information**" means information that: (i) is within the public domain at the date of disclosure or which thereafter enters the public domain through no fault of the Recipient or its respective officers, agents, servants or employees; or (ii) is already known to the Recipient at the time of its disclosure by the Disclosing Party, and is not subject to confidentiality restrictions or (iii) the Disclosing Party has given its prior written approval to disclose; provided, however that any information consisting of a combination of Non-





Proprietary Information and Confidential Information will be considered by the Recipient as Confidential Information; and

"**Personal Information**" has the meaning set out in the Information Technology Act, 2000 and the related rules and refers to any personal data, or any part of such personal data, in relation to the Consultant providing Consultancy Services under this Agreement.

1.2. Interpretations

In this Agreement, unless the context otherwise requires:

- (a) the singular includes the plural and conversely;
- (b) a gender includes all genders;
- (c) where a word or phrase is defined, its other grammatical forms have a corresponding meaning;
- (d) a reference to any agreement or document is to that agreement or document as amended, novated, supplemented, varied, or replaced from time to time, except to the extent prohibited by this Agreement or that other agreement or document;
- (e) mentioning anything after "**include**", "**includes**" or "**including**" does not limit what else might be included; and
- (f) the headings and titles in the Agreement are indicative only and shall not be deemed part of the Agreement or taken into consideration in the construction of the Agreement.

2. APPOINTMENT OF THE CONSULTANT AND TERM

- 2.1. Subject to the terms of this Agreement, Netscribes hereby appoints the Consultant for the Term and the Consultant hereby accepts the appointment by Netscribes and has agreed to provide the Consultancy Services to Netscribes for the Term (as defined in Clause 2.2 below).
- 2.2. This Agreement shall be effective on and from the Effective Date and shall continue to be in force and effect, until the completion of the Consultancy Services under this Agreement or terminated in accordance with Clause 14 (*Termination*) of this Agreement, whichever is earlier ("**Term**").

3. CONSULTANCY SERVICES AND DUTIES AND RESPONSIBILITIES

- 3.1. Subject to the provisions of this Agreement and in consideration for the Consultancy Fee to be paid by Netscribes, the Consultant shall provide Consultancy Services, on an exclusive basis, to Netscribes.
- 3.2. In relation to the Consultancy Services, the Consultant agrees that:
 - (a) the Consultancy Services shall be carried out in a timely and professional manner in accordance with the provisions of this Agreement and in compliance with the highest standards of relevant established current practice;
 - (b) the Deliverables conforms with Schedule A in all respects and are fit for the purposes expressly or implicitly made known to the Consultant by Netscribes;





- (c) the Consultant shall be required to devote such time towards Netscribes and for the Consultancy Services, as may be required by Netscribes;
- (d) the Consultant shall ensure that the Consultancy Services and all goods, materials, standards and techniques used in providing the Consultancy Services are of the best quality and are free from defects;
- (e) the Consultant shall co-operate with Netscribes in all matters relating to the Consultancy Services and comply with Netscribes' instructions from time to time;
- (f) the Consultant shall maintain all necessary licenses and consents to comply with all Applicable Laws in relation to the Consultancy Services;
- (g) the Consultant shall hold all Netscribes' Materials in safe custody at its own risk and maintain the Netscribes' Materials in good condition until returned to Netscribes, and not dispose of or use the Netscribes' Materials for any purpose other than for providing Consultancy Services in accordance with the provisions of this Agreement;
- (h) the Consultant shall not or shall not omit to do anything which may cause Netscribes to lose any license, authority, consent or permission on which it relies for the purposes of conducting its Business;
- (i) the Consultant shall comply with all policies and regulations of Netscribes, as may be applicable for the Consultancy Services and as communicated by Netscribes from time to time;
- (j) the Consultant shall use all reasonable and necessary efforts to ensure that he/ she discharges the duties assigned to him/ her under this Agreement in good faith and with the reasonable degree of diligence, care and skill; and
- (k) the Consultant shall not outsource any part of the Consultancy Services to a third party without the prior written consent of Netscribes.
- 3.3. Time is the essence of this Agreement and in the event the Consultant fails to meet the relevant deadlines (as set out in Schedule A), then, without prejudice to Netscribes' right to terminate this Agreement under Clause 14 (*Termination*), Netscribes may:
 - (a) refuse to accept any subsequent performance of the Consultancy Services which the Consultant attempts to make;
 - (b) avail of or procure services from any other third party and require the Consultant to pay for any additional costs incurred by Netscribes as a result of procuring such services from a third party;
 - (c) hold the Consultant accountable for any loss or additional costs incurred; and
 - (d) require the Consultant to refund part of the Consultancy Fee already paid by Netscribes to the Consultant or withhold any future payment of Consultancy Fee to the Consultant.

4. WARRANTY ON THE CONSULTANCY SERVICES

4.1 The Consultant warrants that:





- (a) he/ she has the requisite competence, skill and resources, which are necessary to provide the Consultancy Services under this Agreement;
- (b) the performance of the obligations under this Agreement does not and will not breach any other agreement or any obligation undertaken under any such agreements to which he/ she is a party, including and not limited to obligations of confidentiality, intellectual property rights, non-compete and non-solicit;
- (c) he/she is not a party to any other agreement, which will interfere with his/ her obligations towards Netscribes or Netscribes' rights under this Agreement; and
- (d) any services, work or product prepared or provided by the Consultant as part of the Consultancy Services does not infringe proprietary rights or intellectual property or other rights of any third party.

5. PAYMENT OF CONSULTANCY FEE

- 5.1 In consideration for the Consultancy Services to be provided by the Consultant under this Agreement, Netscribes shall pay the Consultancy Fee to the Consultant, exclusive of all taxes.
- 5.2 All payments shall be subject to any withholding taxes as per Applicable Law.
- 5.3 The Consultant shall provide Netscribes with an invoice for completion of each Milestone as specified in Schedule B, which shall be confirmed by Netscribes. Netscribes shall pay the amount as indicated in the invoice within 30 (thirty) days of completion of each Milestone, provided the amount as specified in the invoice is not disputed by Netscribes.
- 5.4 The Consultancy Fee shall be paid by Netscribes by way of cheque drawn on the Consultant's bank or by way of direct remittance to the bank account of the Consultant, as intimated to Netscribes in writing, from time to time.
- 5.5 Netscribes may, at any time (without notice to the Consultant) set off any liability of the Consultant to Netscribes. Any exercise by Netscribes of its rights under this Clause 5 shall not limit or affect any other rights or remedies available to it under this Agreement or otherwise. It is hereby clarified that in the event Netscribes does not get paid from its clients or if Netscribes incurs any loss or liability towards its clients, due to any deficiency in the Consultancy Services by the Consultant under this Agreement, Netscribes shall be entitled to deduct or withhold such amount (not received by it from its clients) from the Consultancy Fee payable to the Consultant under this Agreement or recover any loss or liability incurred by Netscribes from the Consultant.
- 5.6 The Consultant shall not be entitled to any other fee or compensation other than the Consultancy Fee payable under this Agreement.

6. TAXES:

6.1 All amounts due under this Agreement exclude any applicable indirect taxes including Central Goods and Services Tax, State Goods and Services Tax, Integrated Goods and Services Tax. Such amounts (including but not limited to service fee, damages, interest payments on overdue amounts) shall be charged additionally to Netscribes and Netscribes shall be required to pay such amounts. Such taxes shall be based on place of supply in consonance with the GST provisions.





- 6.2 The invoice shall be duly raised by the Service Provider within the time as prescribed under Goods and Service Tax Act, 2017.
- 6.3 The invoice shall be raised by the Service Provider within 30 days from the date of completion of the service rendered prior to the appointment date of Goods and Services Tax Act, 2017, in case of any breach in aforesaid timelines and there is a loss of any tax credits to Netscribes, such losses shall be duly indemnified by the Service Provider.
- 6.4 Further, the Service Provider agrees to issue an advance receipt with appropriate GST breakup, in the event of collection of any form of advances against the supplies agreed to be made by the Service Provider.
- 6.5 Further, it is agreed between the parties that the Service Provider shall raise a credit note on Netscribes, in the event of any adjustment to the value of the supply (either proportionate or full) including the adjustment to the taxes applicable on the same.
- 6.6 The tax amount portion of the invoice shall be paid by Netscribes only after the Service Provider has provided sufficient proof that the amount for the Goods and Services Tax charged in the invoice is declared in Form GSTR-1 and Form GSTR-3 and the taxes have been paid. In case the Service Provider fails to pay such taxes or has not provided Netscribes proof of their tax clearance, Netscribes shall withhold the payments for the subsequent month.
- 6.7 Further, the parties agree that the Service Provider duly discloses all the supplies via applicable GST reporting thereby making available all the applicable input tax credits to Netscribes during the tax period in which such supply was undertaken. In the event of any breach, the Service Provider agrees to indemnify Netscribes.
- 6.8 Service Provider shall be required to indemnify and hold harmless Netscribes, its promoters, officers, directors, employees, affiliates, agents, sub-contractors and other representatives from any losses, claims, demands, liabilities, suits, proceedings, penalties, costs or expenses of any kind (including, attorneys' fees and expenses) on account of violation of applicable tax laws by the Service Provider (including but not limited to non-filing of the requisite forms with the tax authorities to claim tax credit etc.).

7. CHANGE IN SCOPE OF CONSULTANCY SERVICES

- 7.1 Either Party may propose changes to the scope of the Consultancy Services, which shall come into effect only upon execution by both Parties ("**Change Order**"). The Change Order shall set out the proposed changes in the scope of Consultancy Services, timelines and Consultancy Fee.
- 7.2 If Netscribes wishes to make a change to the scope of the Consultancy Services:
 - (a) it shall notify the Consultant, providing such details as is reasonably necessary to enable the Consultant to prepare the draft Change Order; and
 - (b) the Consultant shall, within 7 (seven) days of receiving the request under Clause (a), provide a draft Change Order to Netscribes.
- 7.3 If the Consultant wishes to make a change to the scope of the Consultancy Services, it shall provide a draft Change Order to Netscribes.
- 7.4 If the Consultant submits a draft Change Order in order to comply with any applicable safety or regulatory requirements and such changes do not affect the nature or scope of the





Consultancy Services, Netscribes shall not unreasonably withhold or delay giving consent to such draft Change Order.

- 7.5 If the Parties:
 - (a) agree to a draft Change Order, they shall sign such Change Order and this Agreement shall stand amended/ modified to such extent; or
 - (b) are unable to agree on a draft Change Order within 30 (thirty) days of receipt of a request for an amendment/ modification of the Change Order, either Party may require the disagreement to be dealt with in accordance with Clause 15.10 (*Governing Law and Dispute Resolution*) of this Agreement.

8. INTELLECTUAL PROPERTY RIGHTS

- 8.1 In relation to Netscribes' Materials (which are owned by Netscribes), Netscribes shall retain ownership of all intellectual property rights (including any copyright, patent, or trademark) in such Netscribes' Materials and the Consultant shall not use any Netscribes' Materials without the prior written consent from Netscribes.
- 8.2 The Consultant agrees to assign and hereby does assign to Netscribes as its exclusive property all rights, title and interest (including without limitation, all patents, patent applications, trade secrets and copyrights) in and to any and all Intellectual Property in connection with the Deliverables, including without limitation all information and data developed and produced in the performance of the Consultancy Services under this Agreement. In this regard, the Consultant further agrees to execute all papers and instruments and otherwise to provide all requested assistance, at the expense of Netscribes, during and subsequent to Consultant's engagement by or relationship with Netscribes, to enable Netscribes or its nominees to obtain such patents, copyright and other legal protection as it may desire in any country for the Intellectual Property with respect to the Deliverables or any part of Consultancy Services.
- 8.3 In addition to Clause 8.2 above, all copyrightable work (the "**Work**") created by the Consultant in connection with the performance of the Consultancy Services under this Agreement is intended to be a "work made for hire" and all such Works, as well as copies of such Works in whatever medium fixed or embodied, shall be owned exclusively by Netscribes and the Consultant expressly disclaims any interest in them. If the copyright to any such Works, for any reasons is not considered as or deemed to be the property of Netscribes by operation of law, the Consultant shall, without further consideration, assign to Netscribes, all right, title and interest in such Work and shall assist Netscribes, at its expense, to secure, maintain and defend for the benefit of all copyrights, registrations, extensions and renewals on any and all such Work for Netscribes, including translations thereof in any and all countries and such Work shall be and shall remain the property of Netscribes, whether copyrighted or not.
- 8.4 If Netscribes is unable, even after taking reasonable effort, to secure the Consultant's signature on letters, patent, copyright or other documents relating to any proprietary rights for any reason whatsoever, the Consultant will irrevocably designate and appoint Netscribes and its duly authorized officers and agents as its agent and attorney-in-fact, to act for and on its behalf and stead to execute and file any such applications and to all other permitted acts to further the prosecution and issuance of letters patent, copyright or other documents with the same legal force.
- 8.5 The Consultant warrants that none of the documents, materials and methodologies used in connection with providing Consultancy Services under this Agreement infringes intellectual property rights of any third party and that the use and onward supply of the Consultancy





Services and the Deliverables by Netscribes (and its customers) shall not infringe the rights, including any intellectual property rights, of any third party.

9. DATA PROTECTION

- 9.1 The Consultant shall:
 - (a) strictly comply with the provisions of the General Data Protection Regulation (EU/ 2016/679) and promptly take all remedial steps in case of any breach or non-compliance with the provisions (whether or not notified by Netscribes);
 - (b) process the Personal Information only to the extent, and in such manner, as is necessary for the purposes of providing Consultancy Services under this Agreement or as may be specified in writing by Netscribes;
 - (c) take all reasonable steps to ensure the reliability of any of the Consultant's employees who have access to the Personal Information;
 - (d) promptly comply with any request from Netscribes requiring the Consultant to amend, transfer or delete Personal Information; and
 - (e) not transfer the Personal Information to any third party without the prior written consent of Netscribes.

10. CONFIDENTIALITY

- 10.1 The Parties agree that during the Term, Netscribes may disclose some Confidential Information to the Consultant. Subject to Clause 10.2 below, the Consultant agrees that he/she shall:
 - (a) use the Confidential Information of Netscribes only for purposes of the providing Consultancy Services under this Agreement and, without limiting the generality of the foregoing, shall not, directly or indirectly, deal with, use, exploit or disclose the Confidential Information of Netscribes or any part thereof to any person or entity or for any purpose whatsoever (or in any manner which would benefit any competitor of Netscribes) except as expressly permitted hereunder or unless and until expressly authorized in writing to do so by Netscribes;
 - (b) use reasonable efforts to treat, and to cause all its officers, agents, employees, professional advisors and contractors and prospective contractors to treat, as strictly confidential all Confidential Information of Netscribes and in no event shall such efforts be less than the degree of care and discretion as the Consultant exercises in protecting his/her own Confidential Information. Any person or sub-contractors engaged by or prospective sub-contractors to be engaged by the Consultant in connection with the Consultancy Services shall be required to assume obligations of secrecy equal to or greater than the obligations that the Consultancy has assumed in this Agreement with respect to the Confidential Information of Netscribes;
 - (c) not, without the prior written consent of Netscribes, disclose or otherwise make available Netscribes' Confidential Information or any part thereof to any party other than those of its directors, officers, agents, employees, professional advisors, contractors or prospective contractors who need to know the Confidential Information exclusively for the purposes set forth in this Agreement; *Provided that*, such directors, officers, agents, employees, professional advisors, contractors or prospective





contractors agree to be bound by equal to or greater than the obligations that the Consultant has assumed under this Agreement;

- (d) not copy or reproduce in any manner whatsoever the Confidential Information of Netscribes or any part thereof without the prior written consent of Netscribes, except where required for the purpose of providing Consultancy Services in accordance with this Agreement; and
- (e) promptly upon the request of Netscribes, return and confirm in writing the return of all originals, copies, reproductions and summaries of Confidential Information of Netscribes or, at the option of Netscribes, destroy and confirm in writing the destruction of the Confidential Information.
- 10.2 The obligation of confidentiality on the Consultant, set forth in Clause 10.1, shall not apply to any Confidential Information of Netscribes that the Consultant is required to disclose under any Applicable Law, by any rule or regulation of any court or government agency of competent jurisdiction, or pursuant to any legal process. Provided that, whenever the Consultant is required to make any such disclosure as per this Clause 10.2, it shall: (a) promptly use its reasonable best efforts to limit such disclosure; (b) use its reasonable best efforts to provide Netscribes with advance notice of any such request for disclosure as promptly as feasible in order that Netscribes may seek a protective order or such other appropriate remedy as Netscribes deems necessary; and (c) in any event, make such disclosure only to the extent so required.
- 10.3 The Consultant acknowledges and accepts that: (a) neither Netscribes, nor any of its officer, employee, or representative accepts any responsibility for or gives any representation or warranty as to the truthfulness, accuracy or completeness of any Confidential Information of Netscribes and that such persons will not be liable to the Consultant in respect of any Confidential Information of Netscribes or any use thereof; (b) Netscribes reserves all rights in its Confidential Information and no rights or obligations, other than those expressly recited in this Agreement, are granted by Netscribes or are to be implied from this Agreement and the Consultant accepts that the Confidential Information remains the exclusive property of Netscribes; (c) Netscribes is not obliged to update any Confidential Information of the Confidential Information nor the existence of any discussions or negotiations between the Parties or their advisers or representatives, creates any obligation on Netscribes to enter into any engagement or transaction, nor will they form the basis of any agreement, except as expressly provided for in this Agreement.
- 10.4 Non-disparagement: From and after the Effective Date and following the expiry of the Term, the Consultant agrees not to make any statements that criticizes, ridicules, disparages or is otherwise derogatory about Netscribes, any of its subsidiaries, affiliates, employees, officers, directors or shareholders.

11. NON-SOLICITATION AND NON-COMPETE

- 11.1 The Consultant agrees that during the Term and for a period of 12 (twelve) months thereafter ("**Non-Solicit Period**"), the Consultant shall not:
 - (a) in any manner, contact or attempt to contact any existing or prospective client/customer/business associate of Netscribes ("Netscribes' Clients") or solicit from any Netscribes' Clients, business of the type carried on by Netscribes or to persuade any Netscribes' Client, to cease doing business or to reduce the amount of business which any such Netscribes' Client has customarily done or might propose doing with Netscribes and/or its subsidiaries;





- (b) in any manner, damage or attempt to damage, the business relationship that Netscribes has with any of Netscribes' Clients, whether or not the relationship between Netscribes and such Netscribes' Client was originally established in whole or in part through the Consultant's efforts; or
- (c) in any manner, employ or attempt to employ, directly or indirectly, any person who is in the employment of Netscribes or its subsidiaries or affiliates, or was in the employment of Netscribes or its subsidiaries or affiliates, at any time during the Non-Solicit Period.
- 11.2 The Consultant agrees that, during the Term and for a period of 12 (twelve) months thereafter, it shall not, for any reasons whatsoever:
 - (a) in any manner, directly or indirectly, take any action which constitutes an interference with or a disruption of any of Netscribes' business activities including, in particular, Netscribes' relations with any of Netscribes' Clients and its employees;
 - (a) in any manner, directly or indirectly, contact or solicit or direct or assist any person or entity to contact or solicit, any of Netscribes' Clients for the purpose of selling or attempting to sell, any products and/or services that are same or similar to the products and/or services provided by Netscribes to Netscribes' Clients and shall not disclose the identity of any such Netscribes' Client to any person or entity for any reason or purpose whatsoever;
 - (b) in any manner, directly or indirectly, engage, participate in, assist or carry on in any manner any work or business activity that is in competition with the Business of Netscribes in the domestic or global markets without the prior written consent of Netscribes.
- 11.3 The Consultant agrees and acknowledges that the restrictions contained in this Clause 11 are reasonable for the legitimate protection of the Business and goodwill of the Company and are against valuable consideration payable to the Consultant by Netscribes under this Agreement, which is adequate and sufficient.

12. INDEMNIFICATION

- 12.1 Subject to Clause 13 below and without prejudice to any other terms and conditions and the obligations, duties and responsibilities that are contained in this Agreement, the Consultant shall indemnify and keep indemnified and hold harmless and effectively indemnified Netscribes and any of its officers, employees, directors ("**Indemnified Parties**") against all claims, costs, expenses, losses, damages and liabilities (including third party liabilities) brought against or incurred or suffered by the Indemnified Parties, including, without prejudice to the generality of the foregoing, all reasonable costs and expenses which the Indemnified Parties may reasonably incur in defending any proceedings, arising due to:
 - (a) any breach of whole or any one of the provisions of this Agreement and/ or Applicable Law, including any deficiency of Consultancy Services under this Agreement;
 - (b) any liability arising from the clients of Netscribes in relation to the Consultancy Services provided by the Consultant;
 - (c) [any liability arising out of any withholding taxes in relation to the Consultancy Fee] and



Netscribes (India) Private Limited, Office No. 504, 5th Floor, Lodha Supremus, Lower Parel, Mumbai 400 013, Maharashtra, India. Board: +91 22 4098 7600 Fax: +91 22 4098 7500 Web: www.netscribes.com CIN: U72900MH2000PTC126630



- (d) any breach or act of omission or commission by the employees/agents of the Consultant in relation to providing the Consultancy Services and or complying with provisions under this Agreement and/ or Applicable Law.
- 12.2 In this regard the Consultant hereby expressly authorizes and empowers Netscribes to deduct or recover the entire costs, expenses, claims, losses, damages, and liabilities from out of any amount payable by Netscribes to the Consultant.
- 12.3 Without prejudice to any other rights or remedies that Netscribes may have, the Consultant acknowledges and agrees that damages alone would not be an adequate remedy for any breach of the terms of this Agreement by the Consultant. Accordingly, Netscribes shall be entitled to the remedies of injunction, specific performance or other equitable relief under Applicable Law, for any threatened or actual breach of the terms of this Agreement.

13. LIMITATION OF LIABILITY

- 13.1 Nothing in this Agreement shall:
 - (a) limit or exclude the Consultant's liability for:
 - (i) death or personal injury caused by its negligence, or the negligence of its personnel, agents or sub-contractors;
 - (ii) fraud or fraudulent misrepresentation;
 - (iii) breach of any terms of this Agreement;
 - (iv) breach of any Applicable Law, including the provisions of the General Data Protection Regulation (EU/ 2016/679); or
 - (b) limit or exclude the Consultant's liability under Clause 13.2 below.
- 13.2 In the case of any liability incurred by Netscribes' clients on account of any deficiency in the Consultancy Service or any breach of the provisions of this Agreement, such liability shall be borne by the Consultant.

14. TERM AND TERMINATION

- 14.1 This Agreement can be terminated during the Term by:
 - (a) either Party by giving 15 (fifteen) (s) days' prior written notice to the other Party or upon the occurrence of an event of Force Majeure in accordance with Clause 15.3 (b); or
 - (b) by Netscribes, immediately and without any notice to the Consultant, upon the occurrence of the following:
 - (i) any default or breach of the provisions of this Agreement and/ or Applicable Law by the Consultant and if such default or breach is not cured within 15 (fifteen) days of receipt of notice of default or breach by the Consultant;
 - (ii) the Consultant suspends or ceases, or threatens to suspend or cease, the Consultancy Services under this Agreement; or





- (iii) upon the Consultant being declared insolvent or bankrupt or any proceeding for insolvency and bankruptcy or any other analogous proceeding has been instituted.
- 14.2 Consequences of termination: On termination or expiry of this Agreement:
 - (a) The Consultant shall immediately deliver to Netscribes all Deliverables whether or not then complete, and return all of the Netscribes' Materials in the possession of the Consultant. In the event the Consultant fails to deliver or return such materials to Netscribes, Netscribes shall be entitled to enter the Consultant's premises and take possession of such Deliverables and Netscribes' Materials. The Consultant shall be solely responsible for the safe keeping of all Deliverables and Netscribes' Materials (in its possession) and will not use them for any purpose, till the time such materials are delivered or returned to Netscribes.
 - (b) The Consultant shall, if so requested by Netscribes, provide all assistance reasonably required by Netscribes, to facilitate the smooth transition of the Consultancy Services to Netscribes or to any third party appointed/ engaged by Netscribes.
 - (c) Netscribes shall be entitled to set off and deduct all such costs and expenses incurred by Netscribes as a result of termination of this Agreement due to the reasons set out in Clause 14.1(b)
- 14.3 Termination or expiry of this Agreement shall not affect any rights, remedies, obligations or liabilities of the Parties that have accrued up to the date of termination or expiry, including the right to claim damages in respect of any breach of the Agreement which existed at or before the date of termination or expiry.

15. MISCELLANEOUS

- 15.1 Relationship of Parties: Nothing herein shall constitute a partnership between the Parties and neither Party shall hold itself up as an agent of the other Party.
- 15.2 Notices: Any notice or other communication under this Agreement to a Party, shall be in writing, in English language and shall be delivered or sent: (a) by hand or registered post/ courier or (b) by email, the details of which are set out below:

If to NETSCRIBES (INDIA) PRIVATE LIMITED:	<u>Address</u> : Office No. 504, 5 th Floor, Lodha Supremus, Lower Parel, Mumbai-400013, Maharashtra
	Email: HRD@netscribes.com
	Attn: Shilpa Motiram Chachad
If to the [Consultant]:	<u>Address</u> : 42 Banerjee Para Road, Paschim Putiari S.O, Kolkata, West Bengal - 700 041
	Email: bhaumikdilip4@gmail.com
	Attn: Jonaki Bhowmik



Netscribes (India) Private Limited, Office No. 504, 5th Floor, Lodha Supremus, Lower Parel, Mumbai 400 013, Maharashtra, India. Board: +91 22 4098 7600 Fax: +91 22 4098 7500 Web: www.netscribes.com CIN: U72900MH2000PTC126630



Any notice under this Agreement shall be deemed to be validly given on; (a) the date of delivery, if delivered by hand; or (b) the expiry of 5 (five) business days, if sent by registered post/ courier; or (c) the date on which it is sent, if sent by email.

- 15.3 Force Majeure:
 - (a) Neither Party shall be deemed in default due to its delay or failure to perform the obligations under this Agreement, which arises from an event of Force Majeure and the corresponding obligations of a Party and its time for performance and completion of such obligations shall be extended to the extent, a Party is prevented from performing its obligations due an event of Force Majeure.
 - (b) In the event of occurrence of a Force Majeure or other similar cause, lasting more than 30 (thirty) days, the Party adversely affected by such cause shall have the right to terminate this Agreement, effective upon notice thereof to the other Party.
 - (c) Force Majeure shall not include any event which is caused by the negligence or intentional action of a Party or such Party's or employees.
- 15.4 Severability: If any term or provision of this Agreement is held to be illegal, invalid or unenforceable, in whole or in part, under any enactment or rule of law, such term or provision shall, to that extent, be deemed not to form part of this Agreement, but the legality, validity or enforceability of the remainder of this Agreement shall not be affected.
- 15.5 Counterparts: This Agreement may be executed in counterparts, all of which taken together shall constitute one and the same instrument. Each Party may enter into this Agreement by signing any such counterpart.
- 15.6 Costs: The Parties shall bear its own legal and other costs and expenses incurred in connection with this Agreement. The costs relating to stamp duty payable on this Agreement shall be borne by the Consultant.
- 15.7 Amendment and Assignment
 - (a) This Agreement shall be amended, altered or modified only by an instrument, in writing, expressly referring to this Agreement and signed by both the Parties.
 - (b) Neither Party may assign any of its rights or delegates any of its duties under this Agreement without the prior written consent of the other Party except that either Party may assign this Agreement to a successor-in-interest in connection with the sale of all or substantially all of its assets.
- 15.8 Entire Agreement: This Agreement constitutes the entire agreement between the Parties relating to this subject matter and supersedes all prior or simultaneous representations, discussions, negotiation and agreements, whether written or oral.
- 15.9 Waiver: The failure of either Party to enforce at any time or for any period of time the provisions hereof in accordance with its terms shall not be construed to be a waiver of such provisions or of the rights of such Party thereafter to enforce each and such provision. A waiver shall not be valid and effective unless the same is in writing.
- 15.10 Governing Law and Dispute Resolution





- (a) The interpretation and enforcement of this Agreement shall be governed by the laws of India and subject to Clause 15.10 (b) below, the jurisdiction shall be exclusively vested in the courts of Mumbai.
- (b) If any dispute or difference ("**Dispute**") arises between the Parties relating to any provisions under this Agreement, then the respective directors, officers, or the concerned persons-in-charge of the Parties shall meet to discuss, negotiate and resolve such Dispute in good faith. However, if such Dispute is not been resolved between the Parties within 30 (thirty) days of a Party raising a Dispute, notifying the other Party; then:
 - (i) the Dispute shall be submitted to either Party to arbitration, which shall be held in Mumbai;
 - (ii) the arbitration shall be conducted as per the provisions of the Arbitration and Conciliation Act, 1996 and any statutory modification or re-enactment thereof;
 - (iii) both Parties shall appoint a common arbitrator;
 - (iv) the arbitration proceedings shall be conducted in English;
 - (v) the arbitration award shall be final and binding on the Parties and judgment may be entered thereon, upon the application of either Party to a Court having jurisdiction; and
 - (vi) each Party shall bear the cost of preparing and presenting its case, and the cost of arbitration, including fees and expenses or arbitrators, shall be shared equally by the Parties unless the award otherwise provided.

[SIGNATURE PAGE FOLLOWS]

— DocuSigned by: Jonaki Blowmik — 30A76E7064564C7...



IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the Effective Date of this Agreement mentioned hereinabove.

For NETSCRIBES (INDIA) PRIVATE LIMITED

DocuSigned by: Shilpa Chachad F8FA02A0667B4A8...

Name: Shilpa Motiram Chachad Designation: Assistant Manager - Human Resources

[Consultant]

DocuSigned by: Jonaki Bhowmik

30A76E7064564C7...

Name: Jonaki Bhowmik



SCHEDULE A

CONSULTANCY SERVICES

The Consultant will provide the following Services:

1. Perform regular linguistic review (Translate, Proofread) of their own work and of content that is already translated to ensure minimum quality standards are met

2. Thorough understanding of the SOP/guidelines & interpreting the same in the actual work

3. Make changes related to typos, misspellings, incorrect punctuation, major grammar, syntax mistakes

4. Perform regular terminology work including translating glossary terms (every day)

5. Assess overall translation quality of already translated content and document potential quality issues /trends in a report that will be passed onto the FK team

6. The content analyzed will be used for Training Data preparation for ML Model Creation

SCHEDULE B

CONSULTANCY FEE AND PAYMENT SCHEDULE

Netscribes will pay the Consultant Fees as follows

Particulars		Amount in INR
Consultancy Fee	:	12,000/-
Less: Tax @ 10% under section194J*	:	1,200
Payment Receivable	:	10,800
Agreement End Date	:	01 February 2022
*TDS will be deducted as per applicable	law.	

Docusigned by: Jonaki Bhowmik 30A76E7064564C7...

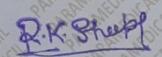


DIPLOMA CERTIFICATE (DIPLOMA IN PHYSIOTHERAPY)

This is to certify that Mr./Ms./Km. ABDUL FATTAH S/D/O Sri. ATAUR RAHAMAN & Smt. HOSNARA BIBI has passed the examination of DIPLOMA IN PHYSIOTHERAPY (2 Years + 6 Months Internship) held in the month of JUNE-2020 from the training center "BERHAMPORE PARAMEDICAL INSTITUTE" conducted by the Paramedical Education & Training Council. He/She is qualified to practice as a PARAMEDICAL in all over India.

TION AN





CONTROLLER OF EXAMINATION

DATE : 28/01/2021

Rob

CHAIRMAN (Para Medical Education & Training Council)

Address.: Ch. No. 157/1, Near Laxmi Nagar, Metro Station Gate No 1, Vikas Marg, Delhi-92 Web.: www.paramedicaleducationcouncil.com Mail.: paramedicaleducationcouncil@gmail.com



India Post

LETTER OF INTIMATION

ONLINE/GDS/RECTT/CYCLE-I/P-II/DAKSHIN DURGAPUR BO

S/D/V	This is to inform that Sri/Smt. <u>SOHINI</u> N/o <u>SUBIR KR MITRA</u>		is provisionally selected for the post Kashinagar S.O (South 24 Razgan	as)
of _	GDS BPM,Dakshin Durgapur B.O Baruipur H.O HO, subjected to	_ a/w the verific	cation and genuineness of certificates.	
You a	are requested to present before the under with the required and submitted certificat	signed on es in origir	01/00/202	

If no response received from you within 15 days from the issuance of this letter, the provisional selection will automatically be cancelled and no further opportunity will be given.

The selection is provisional and subject to final outcome of the court cases pending before the Honble High Court, Calcutta

SP, South Presidency

वास्तीय संस्क

भारतीय डाक

South Presidency Division

South Presidency

To (Regd AD)

Sri/Smt. SOHINI MITRA

920, BRICK FILD ROAD

SUBUDDHIPUR, SOUTH 24 PGS, 700144

Copy To: (By Regd)

1. The SP/ASP/IP, <u>South Presidenc</u> vision / Sub division for information.



Feb 27, 2021

Ms. MADHUMITA MITRA

Subject: Flexi Timer Engagement Onboarding Letter

Dear MADHUMITA,

This is in reference to your application and the subsequent interview with us. We are pleased to engage you as you as **Guest Delight Associate** under grade - **FlexiA0** under **Flexi Working Program**

You will be placed at 67208_South City Mall, Kolkata, West Bengal With effect from February 28, 2021

Your Flexi-Time engagement shall be subject to the following terms & conditions:

- A letter detailing your hourly rates have been shared with you on your personal email id by the HR SPOC. The total earnings for the month will be calculated on the basis of the total number of hours worked during the month.
- 2. The company reserves the right to transfer you in any capacity to any other department, branch, establishment or unit of the organization or any other subsidiary, associate company or establishment, whether existing or acquired later, of the same promoters or under the same management anywhere in India or abroad. You may also be seconded in any such capacity and for tenure that the Management may determine to any other Organization in any such case; you will be governed by the service conditions applicable to the new unit.
- 3. You will be provided with the company's uniform, which shall be maintained by you in proper condition. On termination of your employment, you are required to immediately deposit the uniform with your reporting manager, failing which cost of uniform will be recovered with your full & final settlement.
- You will not use the Company provided uniform or any other object carrying the company logo, for any purpose other than for representation of the company during or after the duty hours.
- You will be entitled to statutory benefits of Provident fund, ESI etc. as per the company rules prevalent from time to time. You will also be eligible for other beneficiary schemes as per the company policy in force at that time.
- You will adhere and comply with the safety and hygiene norms set by the Company from time to time.
- During the tenure of your service with the Company or thereafter, you will not divulge to any
 person nor make public nor use for any purpose except for discharge of your official duties, any
 information about the operations, plans, research, know-how, processes, administration or
 affairs of the Company.
- 8. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all company policies and procedures. Any intentional violation of these or any other company procedures may result in termination of your employment with the company.
- 9. It is the policy of the company to train all its employees in all areas of operation thereby giving them opportunity for further growth within the organization. You will therefore be assigned work in areas other than that of your functional area so that you have opportunity for on the job



Date:21/09/2020

Employee Code BU Division Region/Location

138489 Operations Quality Sikkim

Dear Biswajit Naskar,

1. We are pleased to inform you that on completion of your training period and on consideration of your candidature for employment you are hereby appointed in the permanent employment of the Company as Executive with effect from 19/08/2020.

2. Effective 19/08/2020, you will be paid an emolument package consisting as per Annexure.

3. You will be eligible for benefits under a scheme of Group Health Insurance. For further details of the scheme please go through the policy.

4. You will be eligible for the Group Personal Accident Scheme.

5. Your performance would be evaluated as per the Cipla Performance Management System, an annual assessment process that involves Goal Setting at the beginning of a Performance Cycle and comprehensive Performance Assessment at the end of the performance cycle. The performance rating you are awarded as an outcome of this process will have a direct linkage with any change in your salary. The change in salary would be incorporated effectively of April each year, unless otherwise formally communicated by Cipla HR.

6. You will be eligible for leave, as per company policy.

7. You will be governed by the rules and regulations for employment, hours of work, holidays, discipline and general work practices applicable to the establishment where you are posted for work.

8. You will be posted at the Company's establishment at Sikkim. Your services are transferable to any of the existing establishments of the Company as well as to any new establishment that may be set up by the Company in future at the discretion of the Company without any extra remuneration. You are also liable to be transferred from one department to another department at the discretion of the Company.

> Cipla Ltd. Regd. Office Cipla'House, Peninsuta Business Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai - 400 013 Phone +91 22 24826000 Fax +91 22 24326120 E-mat contactus @cipla.com Webste WWW.cipla.com Corporate Identity Number (242394-11930PLC002380

> > Page 1 of 5





9. As per the policy of the Company, we expect all our full-time employees to devote their full-time attention and effort to the business of the Company and to continuously develop their professional skill in the mutual interest of the individual as well as the Company. We clearly disapprove of any employees directly or indirectly engaging him in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company.

The only exception that is permitted in this regard is honorary services that may be rendered by the employee on a reasonable and part-time basis, without interfering with the responsibility entrusted to him by the Company, in regard to:

- a. Social & Community
- b. Professional
- c. Sports and Welfare
- d. Educational Activities

If however, any of these activities are proposed to be taken up, prior permission of the Management should be obtained in writing.

10. We would like you to be conscious of a possible conflict of interest in cases where an employee may also own holdings of interest in a firm or corporation which supplies or offers to supply goods or services to us. Such interest may not necessarily be financial but also personal. You are required to disclose to us, to the best of your knowledge, your interest if any, in any firm or corporation or suppliers with whom the Company deals. So also, you are required to voluntarily disclose any such interest that may arise in future.

11. Our operations, as you know, are subject to the application of various laws. It, therefore, becomes necessary that you are fully aware of the implications of various laws that are applicable to the responsibility you are handling. Nevertheless, it is mentioned that compliance of law applicable to your assignment is your personal responsibility and you have to make sure that there is no cause whatsoever of violation of any of these laws. You should seek the help of your superiors or the Company Secretary as and when necessary.

12a. During your employment with the Company and/or after you cease to be in employment of the Company for any reason whatsoever, you shall not disclose to any person, firm or Company any confidential information pertaining directly or indirectly to any commercial or manufacturing activity, research, development, finance, business, property, contract, method, working process, trade secret, transaction or affairs of the company, except as authorized in writing by the Company or as ordered by a court of competent jurisdiction. Under this covenant, the disclosure shall include demonstration, lecturing upon, publishing or divulging technical information, know-how, recipe, formula, process, research, result, method, specifications of any materials or of any machinery, design, layout or arrangement of plant or equipment composition, ideas or any other knowledge, information or document whatsoever which you may have acquired during the course of or incidental to your employment with the Company.

b. In the event of your acting in any manner contrary to or in breach of this covenant during the course of your employment with the Company or thereafter, the Company will be at the liberty to initiate appropriate action to safeguard the interest of the Company.

> Cipla Ltd. Regd. Office Cipla House, Peninsula Business Park, Ganpatrao Kadam Marg. Lower Parel, Mumbai - 400 013 Phone +91 22 24826000 Fax +91 22 24826120 E-mail contactus@cipla.com Webste www.cipla.com Corporate Identity Number L24239MH1935PLC002380

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27

Cipla

c. Upon the termination of your employment with the Company for any reason whatsoever, you shall be bound to inform the Company the name, full address and such other particulars as may be required by the Company of the person, persons, firm, company, body corporate or other organization with whom you propose to take up employment or be otherwise associated in business immediately after the termination of your Service with the Company or at any time in future within a period of 3 months. The Company shall always have the right to draw the specific attention of such employer (s) and/or associates of yours to the various Provisions of this employment contract and in particular to your obligations and commitments as agreed upon by you. Further during the course of your employment with the Company and whether or not during your hours of employment and whether or not with the use of Company's facilities, materials or personnel, you either alone or jointly with any other person/ persons and whether or not such person/persons are employed in the service of the Company, conceive, make or devise any invention, discovery, process or improvement (whether patentable or not) or compile any data relating to any research, development, technique, method of manufacture, process, appliance, machinery or project now used, made or dealt in by the Company or hereafter to be used made or dealt in by the Company or which may be substituted for or used in conjunction with any research, development, technique, method of manufacture, process, appliance, machinery or project now or to be hereafter used, made or dealt in by the Company or suggested by or resulting in any task assigned to you or work performed by you foror on behalf of the Company, the following provisions shall have effect :

i. You shall disclose fully to the Company such invention, discovery, process, improvement or data and shall deliver to the Company a complete description of the nature of any such invention or process or improvement and the mode of operating and using the same and all papers, working drawings, statistics, formula or specifications relating thereto, which may be in your control, possession or custody.

ii. You hereby agree that the right, title and interest in such inventions, improvements and ideas shall belong to the Company. You shall, if and whenever required by the Company, execute, acknowledge and deliver all such papers and documents and do and perform all such acts, deeds and things as may be necessary, desirable or requisite in the opinion of the Company for enabling the company to make applications for obtaining and registering Patents in India and in any and all other countries and for publishing or otherwise protecting the said inventions, improvements and ideas and for vesting title to the said inventions, improvements, ideas and any Patents that may have been obtained in respect thereof absolutely in the Company.

iii. You shall have no right whatsoever, in respect of the use of any such invention, discovery, improvement, process, data, techniques, methods or manufacture, appliances or machinery, whether during the continuance or after cessation of your employment with the Company for whatsoever reason.

d. You must not at any time misappropriate files or documents of any kind belonging to the Company or make copies, duplicates or excerpts of these for private or any other purposes unrelated to your employment.

e. On termination of your employment, you are required to deliver safely to the Company all documents, data, keys, stationery, and items that are the Company's property that may be in your possession or under your control

13. Your date of birth as recorded by the Company on the basis of documentary evidence produced by you at the time of your appointment is 10/09/1995. You are requested to take note that this date will be considered as the authenticated date of birth for all purposes throughout your service with the Company and will not be changed under any circumstances.

> Cipla Ltd. Regd. Office Cipla House, Peninsula Business Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai - 400 013 Phone +91 22 24826000 Fax +91 22 24826120 E-mail contactus@cipla.com Webste www.cipla.com Corporate Identity Number L24239M-H1935PLC002380

> > Page 3 of 5





14. As per the policy of the Company, the age for superannuation is 60 years and you will be superannuated on 09/09/2055.

15. Your employment is subject to your being declared medically fit in the medical check-ups conducted by the Company at the time of your joining and periodically thereafter. On being found medically unfit, your services are liable to be terminated.

16. On being confirmed in the permanent employment of the company, the company will be entitled to terminate your services without assigning any reason by giving you 60 days notice or payment of 60 days basic salary in lieu of notice. In the event you desiring to leave the services of the company, you will give the company a written notice of 60 days or in the alternative you may pay to the company 60 days basic salary and seek to be relieved upon the company being able to take charge or make alternative arrangements within a reasonable time frame. However, the company has a right to waive the period of notice after adjusting the available leave eligibility to your credit, if any, and relieve you immediately on receipt of your notice, in which case no salary will be payable for the period of notice so waived.

17. You shall communicate to the Company any change in your address as well as personal status. All communications sent to you in the normal course on the address given by you shall be deemed to have been received by you.

18. Any dispute arising out of and/or related to your employment with the Company shall be subject to Mumbai Jurisdiction only.

With best wishes,

Yours sincerely,

Santanu Chattopadhyay

Cipla Ltd. Regd. Office Cipla House, Peninsula Business Park, Ganpatrao Kadam Marg. Lower Parel, Mumbai – 400 013 Phone +91 22 24826000 Fax +91 22 24826120 E mail contactus@cipla.com Webste www.cipla.com Corporate Identity Number L24239MH1935PLC002380

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Annexure

Dear Biswajit Naskar,

Employee Code : 138489

You will be eligible to receive emoluments with effect from 19/08/2020 as under:

Salary Heads	ComponentType	Per annum (Amount),INR
Salary neads		111,000
Basic	Total A	
		55,500
House Rent Assistance	Total A	
Basket of Allowances	Total A	56,946
Dasket Of Australia	Total B	20,154
Provident Fund	Total D	
Bonus	Total B	8,400
Doniel		
Remote Location Allowance	Total C	78,000
Remote Location Alerranee		223,446
Total A		252,000
Total B		330,000
Total C		330.000
Total CTC		

For details of the HR policies, please visit Mihorizon Alt Worklife.

Cipla Ltd. Regd. Office Cipla House, Peninsula Business Park, Ganpatrao Kadam Marg. Lower Parel, Mumbai - 400 013 Phone +91 22 24826000 Fax +91 22 24826120 E-mail <u>contactus@cipla.com</u> Webste <u>www.cipla.com</u> Corporate Identity Number L24239td-11335PLC002380

Page 5 of 5



Switz Foods Private Limited

Date: 24.11.2020

Ms. Ummul Wara Quadry 17B Moulana Md. Ali Road Khidderpore Kolkata 700023

LETTER OF APPOINTMENT

Dear Ms. Quadry,

This is with reference to your application and the subsequent interviews you had with Switz Foods Pvt. Ltd., we are pleased to appoint you for the position of Executive – Quality Control (Role: Microbiologist) in our organization. Your employment with us starts from 03.10.2000. The duration of the assignment will solely depend up on your performance with sincerity and due diligence vis–a-vis our requirement.

Your will be entitled to a gross salary of Rs. 12000/- per month including all allowance (salary Break up as per the attached sheet) during the probationary employment. It may be further noted that:-

a) Any statutory dues such as PF, ESI etc, if applicable shall be paid /deducted as per

the law b) Tax deductions at source will be applicable as per the law.

On confirmation, your fitment will be in an appropriate salary/wages scale and you will be also entitled to other allowances as may be fixed and determined by the management.

The other terms & conditions of the agreement are mentioned in the attached docket and you are required to kindly sign and return us the copy of the same in confirmation of your unconditional acceptance in totality of all the terms & conditions of the contract with us.

Look forward to working with you and should you have any questions, please do not hesitate to contact our Human Resource division.

Sikharesh Saha Chief Operations Officer

Ummul Wara Quadry (Signed & Accepted)

Page 1 of 7

Regd. Office & Works : P-36 & 41, Kasba Industrial Estate, Phase - 1, E. M. By-pass, Kolkata - 700 107 Phone : 2442 1032 / 2658 / 0739-40 Fax : 91-033-2442 0741 / 0748, 2443 0163 / 64 CIN No.: U52110WB1991PTC051626



যাদবপুর বিশ্ববিদ্যালয় কলকাতা-৭০০০৩২, তারত



*JADAVPUR UNIVERSITY

KOLKATA-700 032, INDIA

Ref. No.: P-1 (Rs /01 |21 Dated : 21.12.2020

To Moumita Chakraborty 8/7-Vijoygarh P.O- Jadavpur P.S- Jadavpur

Pin- 700 032

Sir.

I am pleased to inform you that you have been selected as a Junior Research Fellow to work in the WB-DSTBT Research project entitled "Valorization of tomatoes employing gamma-irradiation: Ultrasonic-assisted green......food supplement" under the supervision of Dr. Paramita Bhattacharjee, Associate Professor & Principal Investigator of the project, Department of Food Technology and Biochemical Engineering, Jadavpur University.

You will be paid a fellowship of Rs.18,700/- per month(consolidated). The tenure of your Junior Research Fellowship is initially for 2 year from the date of your joining after which you have to apply for SRF, provided your work is satisfactory and you have exhibited good conduct. You are to take classes up to six periods a week. The fellowship will be paid to you only on receipt of the fund from the sponsoring authority.

Your service will be governed by the same terms and conditions of the University Service Rules as may be applicable to the temporary staff of the University and you will be under the administrative control of the undersigned.

You are requested to join the post within ten days from the date of receipt of this letter and submit your joining report in duplicate through proper channel to the undersigned with a declaration stating that you are not a recipient of any emoluments from any other source from the date of your joining the fellowship.

Yours fait

Declaration and Undertaking

I do hereby declare that I am fully aware of the above-noted terms and conditions mentioned in the appointment letter towards the post of Junior Research Fellow in the Department of Food Technology and Biochemical Engineering, J.U. purely on temporary basis. I understand that I shall not be part of permanent staff and my appointment is co-terminus with the necessity of the Department and as such all the rights and privileges of permanent staff shall not be available to me on my joining the post.

I agree to accept the above terms and conditions of service. I shall report for duty in the forenoon/afternoon of forenoon . 5.01.2021 Signature in full

* Established on and from 24° December, 1955 vide Notification No.16986-Edn/IU-42/55 dated 6° December, 1955 under Jadavpur University Act, 1955 (West Bengal Act XXIII of 1955) followed by Jadavpur University Act,1981 (West Bengal Act XXIV of 1981)

मुंहर्मात २३२४ - ७०० - २३२८ - ७४२४/२८२० - ९२२) मुंहर्मात २३२४ - ७०० - २३२८ - ७४२४/२८२० - ९२२)

Website: www.jaduniv.edu.in E-mail:registrar@admin.jdvu.ac.in Phone : 2414-6666/6194/6643/6495/6443 Fax : (91)-033-2414-6414/2413-7121



No.

Ms, Moumita Chakraborty,

Sub: Appointment Letter

Dear Ms. Chakraborty,

This is in reference to your application for the post of Asst. Prof. of Medical Lab Technology & our subsequent interview in this regard.

We are pleased to inform to that you have been selected in our organization.

You will be on probation for a period of 6 months unless otherwise specified and confirmed by NIMAS authority.

On confirmation, you will receive a letter of your confirmation by the management, with further terms and conditions.

Please note the following terms and conditions:-

1. You will be entitled for any and every responsibilities of NIMAS.

2. Your testimonials / photographs etc. may be used for any promotional/ marketing purpose concerning NIMAS / Div. Of NIMAS.

3. Both the side can served a notice of 15 days if decided not to continue.

Terms and conditions which will be furnished to you shortly with your salary break up, can be changed, modified & added if found necessary by the management in future, as per company policy, then.

Please sign the duplicate of this offer if you accept all terms and conditions. You may join from 18/07/2022

Thanking you,

For NIMAS

Judie Bhattacharyc

Sudip Bhattacharya

[Chairman]



ALKEM LABORATORIES LTD.

Regd. Office : ALKEM HOUSE, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013, Maharashtra, India. • Phone: +91-22-3982 9999 • Fax: 022-2495 2955 eat ace

ລາ

Email: contact@alkam.com
 Website: www.alkemlabs.com
 CIN: L00305MH1973PLC174201

Date : 05-Jan-2021

MR. SAYAN DEBNATH 19 PURBACHAL ROAD KALITAL NORTH HALTU KOLKATA / KOLKATA. 700078 WEST BENGAL. M:7059694742

Subject: Offer cum Appointment letter for the post of TRAINEE OFFICER

Dear MR. SAYAN DEBNATH,

On behalf of the Management, I take great pleasure in offering you appointment as TRAINEE OFFICER in grade TRNE in our QUALITY CONTROL (Q.C.) department.

The terms and conditions of the employment are as per ANNEXURE - I.

Your posting will be presently at SIKKIM UNIT 3.

Your total fixed compensation will be Rs. 2,00,000/- per annum (Rupees Two Lakh Only). The detailed breakup and condition for payout is as per ANNEXURE II.

Your appointment is subject to you being found medically fit and on the understanding that all the details mentioned by yourself in the job application form are correct and complete in all respect.

Your tentative date of joining will be 05-Jan-2021. In case you do not join on or before this date, the offer cum appointment letter shall stand cancelled. Should there be any change in date of joining, please keep us informed in advance.

We welcome you to the Alkem family and look forward to your significant personal and professional growth during your association with us.

With Best Wishes,

For Alkem Laboratories Limited

KUNAL DUTTA SENIOR GENERAL MANAGER



PROVISIONAL ENGAGEMENT LETTER

B7 / Aptt / Ch-III

Sri/Smt. TATHAGATA BHATTACHARYA S/0 W/O D/O SUSHANTA BHATTACHARYA is hereby provisionally engaged as _____ GDS Mailman,HRO , RMS "H" Division __ BO a/w HRO, RMS "H" Division with effect from 30/01/2021 (A/N). He/She shall be paid TRCA as are admissible from time to time. His/her date of birth is ______05/11/1997

should clearly understand Sri/Spat. TATHAGATA BHATTACHARYA that his/her engagement as GDS BPM/MC/MD/SV/MM/Pkr is subject to verification of original certificates from the respective issuing authorities and shall be in the nature of contract liable to be terminated by him or by the undersigned by notifying the other in writing and that his/ber conduct and service shall also be governed by the Department of Posts Gramin Dak Sevaks (Conduct and Engagement) Rules, 2011 as amended from time to time.

If these conditions are acceptable to him/ber, he/spe should communicate his /her-

acceptance in the enclosed proforma. Selection is Subject to the outcome of WPCI NO-6356 (W)/2018 pending at Honble High COWH, calcutta", RMSH Division RMSH Division RMSH

To (Regd AD)

Sri/Smt. TATHAGATA BHATTACHARYA

148 BYE 1, NETAJI SUBHAS ROAD

HOWRAH, HOWRAH - 711101

Copy To: (By Regd) SRM

_______Sub division for information. The IP/ASP, RMS H

2. The Postmaster, HRO, RMS "H" Division HO for information. The memo of descriptive particulars, Declaration, attestation form, oath of allegiance. Health certificate and Conduct Certificate are enclosed

3. The Sub Postmaster, HRO, RMS "H" Division

4. The SRM (Stg.), Sealdah RMS, Kolkata-700014-bon information. 5-6. The AHRO (HSG-I), Sealdah RMS, Kolkata-700014 - bor information g taking n/a. JCR Obtained from the candidate and Forwarded to all concorned. F-8. The Accountant-II Br., HRO, RMS "H"Dn., Kok-4 - for her information & taking n/a. 9. The O/A [Bill, A/C-III & IV] Br., HRO, RMS "H"Dn., Kok-4

- 10. P.F. of the candidate concerned.

11-12. 0/C & spare.

30 2012

Head Record Officer R.M.S. 'H' Dn. Kol-4

HRO, HRO , RMS "H", Division, RMS

प्रधान अमिलेना आधिकात

Head Pecord Officer आर.एम.एस."एच" प्रस्तण्ड

R.M.S. 'H' Dn कोलकाता / Kolkata-700 004

SO for information



Rel No: 15436715

22-Feb-2021

Chandramalli Sircar

Dear Chandramalli,



With reference to the discussions that we had with you, we are pleased to offer you the role of Trainee - Junior Data Analyst in Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Kolkata.

Your Annual Total Compensation will be INR 186,496. The other details about your compensation is presented in Annexure A. We would like to inform you that Cognizant has considered 0 months of your experience as relevant, which would be updated in our records.

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Your services with the Cognizant shall be confirmed after completion of the probation period ("Probation Period"). Your initial term of the Probation Period shall be 6 months. Cognizant reserves the right to extend your Probation Period, at its sole discretion, for two consecutive terms of three months each. During or at the end of the Probation Period, your employment may be terminated by Cognizant at any time, without assigning any reasons, by giving one (1) month notice or notice pay in lieu thereof. Confirmation of your services shall solely depend upon satisfactory performance and conduct during the Probation Period.

We request you to join us on or before 11-Mar-2021.

Please note:

· This appointment is subject to satisfactory professional reference checks

 This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
 Prior to commencing employment with Cognizant you must provide Cognizant with evidence of

your right to work in India and other such documents as Cognizant may request

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely. For Cognizant Technology Solutions India Pvt. Ltd.

0-7

Suresh Bethavaridu Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Cognizant Annexure A Namo: Chandramalli Sircar Designation: Trainee - Junior Data Analyst SI, No. Description Monthly Yearly 6500 1 Basic 78,000 2 HRA' 2600 3 Company's contribution of PF # 1172.321429 4 Advance Statutory Bonus*** 2000 2880 5 Special Allowance' 06:20 Company's Contribution of ESI @ 3.25% of Monthly Gross 389 4,668 111 <

Rl'gd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennal - 600 097

K BIRLA HOSPITALS | BMB

Employee Name : Compensation Package		i na stati		
Position Offered at CK Birla Hospitals :	Ms. Soniya Karmakar			
Will be reporting to :	Technician			
	Laboratory Director			
Offer Break Up				
Particulars	Proposed			
Fixed Components:	Yearty	Monthly		
Basic				
	79200	6600		
HRA	39600	3300		
Medical Reimbursement	15000	1250		
Conveyance	19200	1230		
Special Allowance/Additional Allowance	63000	5250		
Gross Salary	216000	18000		
Employer's Contribution to PF, 12% of Basic	9504	792		
Gratuity (4.81% of Basic)	3804	317		
Mgmt Discretionary Bonus (annual component)	7200	517		
LTA (annual component) *	0			
Fixed C.T.C	20508			
Annual Variable Pay **	0			
Total C.T.C	236508			
Additional Benefits:				
A. Group Mediclaim for Self + Dependents (including parents) for a sum assured of R	s. 2,00,000/- per anni	um with 10% co		
payment				
Notes:	and the second			
1. * LTA is tax free on production of bonafide travel tickets, twice in a block of 4 year	rs as per Government	rules; in case LT		
is not claimed within 31st March, the same will be paid out with Mar salary, post dec	duction of income tax	(As applicable)		
2. ** Performance Variable Pay will be paid at the end of the performance year 202	0-21 on the basis of			
review and subject to a minimum rating R2. The employee has to be in active service	till 31st March to be	eligible for V Pay		
3. Leave Encashment as per policy of the Institute and is in addition to Total CTC stat	ed above.			
 Statutory deductions apply as per income tax rules. Management Discretionary Ex-gratia - No pro rata claims will be entertained on according to the second sec				
5. Management Discretionary Ex-gratia - No pro rata claims will be entertained on act	count of exit and one f	has to be in activ		
service at the time of actual payout.				

For B M Birla Heart Research Centre

0 to Jai Prakash Gupta

Jai Prakash Gupt Unit HR Head

Recieved Sowigo Januakas 22/03/21

B M Birla Heart Research Centre - A Unit of The Calcutta Medical Research Institute 1/1 National Library Avenue, Kolkata 700027, India +91 33 4088 4088 Fax: +91 33 24567000 bmbhrc@birlaheart.org www.ckbirlahospitals.com



10.04

CK BIRLA HOSPITALS | BMB

22nd March 2021

Ms. Soniya Karmakar

81 U.B Sarani, Ghoshpara Jadavpur Kolkata West Bengal - 700032

Dear Soniya,

With reference to the interview & subsequent discussion you had with us, the management is pleased to offer you the position of **Technician - Laboratory Services.**

You are advised to join us on or before 5th April 2021.

Formal appointment letter elaborating employment conditions would be issued once you join your duty.

This offer is valid subject to you being medically fit at the time of joining.

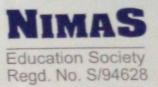
Thanking you,

Yours faithfully,

For B M Birla Heart Research Centre

Jai Prakash Gupt Unit HR Head

-Sowigo Komakar 22/03/21



Mr. Tamal Bhattacharjee,

Sub: Appointment Letter

Dear Mr. Bhattacharjee,

This is in reference to your application for the post of Asst. Prof. of BMLT & our subsequent interview in this regard.

We are pleased to inform to that you have been selected in our organization.

You will be on probation for a period of 6 months unless otherwise specified and confirmed by NIMAS authority.

On confirmation, you will receive a letter of your confirmation by the management, with further terms and conditions.

Please note the following terms and conditions:-

1. You will be entitled for any and every responsibilities of NIMAS.

2. Your testimonials / photographs etc. may be used for any promotional/ marketing purpose concerning NIMAS / Div. Of NIMAS.

3. Both the side can served a notice of 15days if decided not to continue.

Terms and conditions which will be furnished to you shortly with your salary break up, can be changed, modified & added if found necessary by the management in future, as per company policy, then.

Please sign the duplicate of this offer if you accept all terms and conditions. You may join from 21/3/2021,

Thanking you,

For NIMAS

budg bhattailange

Sudip Bhattacharya [Chairman]



23rd March 2021

Mr. Tamal Bhattacharjee 19 Roy Bahadur Road, Behala, Kolkata West Bengal – 700 034.

Dear Mr. Tamal Bhattacharjee

Sub: Your Employment

This has reference to your application and subsequent final interview held on 23rd March 2021, we are pleased to appoint you as per the following terms and conditions:

1. Post / Designation	-	Account Manager
2. Joining date	-	1 st April 2021
3. Place of operation / posting	-	Kolkata

- Remuneration: Your total gross salary shall be Rs.3.00 Lakhs (Rupees three lakhs) per annum, details of which will be provided to you in your detailed appointment letter on joining the duty.
- 5. Responsibilities: You would be required to introduce the Microbial product line to target customers and interface with the customers through more of commercial and technical support both on-site as well as off-site. You will be responsible for the Business Development of innovative Microbial Solutions portfolio to major accounts in East India and surrounding areas. You would also be required to carry out other related duties, responsibilities and any other assignments given by your superiors from time to time.
- 6. Reporting: You will report to Mr. Sanjeev Singh, Territory Sales Manager.
- 7. Probationary Period: You will be on probation for a period of 6 (six) months, from the date of joining service. During this period your service may be terminated without notice. Your services are terminable either by the Company or by you in the normal case after the probationary period of six months by giving notice of one month or equivalent salary (BASIC + HRA) in lieu on either side.

Meanwhile, please sign and return the duplicate copy of this letter duly signed as a token of your acceptance.

Thanking you, Yours faithfully, For Charles River Laboratories India Pvt. Ltd.

Dr. P. K. Chitmis Sr. Managing Director

Increby confirm and accept the above Mr. Tamal Bhattacharjee Tomal Bhattacharjee 24-03-2021

Charles River Laboratories India Private Limited No. 15, Rest House Crescent Road, Bengalore 560,001, India Phone, 91 80 4272 4272, 4165 9218 • Email, biroffice/Dorf, com • www.oriver.com



APPOINTMENT LETTER

6 April, 2021

Dear ARIJIT DAS,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Process Associate** on the following terms:

1. Place of Employment and Timing:

- 1. Your initial place of work will be at **IN-Kolkata**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
- 2. You will be expected to attend office except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

- 1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 56000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
- 2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
- 3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
- 4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

4. Leaves:

You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

5. Term:

Employment period shall commence on **7 April, 2021** and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable by one month's notice by either party or one month's salary in lieu thereof:

- 1. You will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by two months' notice by either party or two months' salary in lieu thereof. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, the Company may, at its discretion relieve you from such date as it may Deem fit even prior to the expiry of the notice period given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.
- 2. During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function or there is no suitable role available for you based on company requirement, the company reserves the right to terminate your employment in accordance with the bench policy. If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily abandoned your services. In such a case, your employment with Wipro will stand terminated. In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation

6. Retirement:

You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.

7. Confidentiality:

- 1. During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.
- 2. During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.
- 3. You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
- 4. You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.
- 5. You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
- 6. You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
- 7. You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.
- 8. You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes,

plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.

You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.

8. NONCOMPETE

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to information of key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation

9. Whilst employed by the company, you:

- 1. Will not engage in any external activities of a commercial nature
- 2. Will not engage in any activity of a non-commercial nature without prior written approval of the Company.
- 3. Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.
- 4. Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.
- 5. You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.
- 6. Will maintain best standards of personal health and should necessarily be medically fit to perform your duties

Other Provisions

- 1. **Language**. This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.
- 2. **Governing Law**. This appointment shall be governed by and interpreted in accordance with the laws of India.
- 3. You shall be governed by the "Service Agreement" as applicable to you

It is understood that your date of joining **Wipro Limited**, will not be later than**7 April**, **2021** failing which this offer will automatically stand revoked without any further notice.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.

Yours faithfully, For Wipro Limited.

Source

Sandesh Kumar Associate Vice President – Talent Acquisition

I accept the terms of this letter.

Signature: E-Signature Signature

Date: E-Signature Date

Name: ARIJIT DAS

ANNEXURE I

Name	ARIJIT DAS
Designation	Process Associate
Date Of Joining	7 April, 2021
Level	AA
Basic	56000
House Rent Allowance	28000
Bonus	16800
WBP	23011
PF	9471
Gratuity	2694
ESI	4024
Target Cost To Company (per Annum)	140000

ANNEXURE II

CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealing with the suppliers, customers and all other organizations or individuals doing or seeking to do business with Wipro. Noted below are a few examples of 'conflict of interest':

- 1. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises securities in widely held corporations which are quoted and sold on open market or the interest is not material.
- 2. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become the contractor, supplier or customer, except with the knowledge and consent of top management.
- 3. For an employee to serve as an officer, director or in any other management capacity or as consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- 4. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- 5. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services, excessive entertainment and travel or gifts of more than nominal value from any individual or organization, doing or seeking to do business with the company.

I have read and understood the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform top management.

ANNEXURE III

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT 2000

I **ARIJIT DAS**, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') for the following purposes:

- 1. Validating my Curriculum Vitae and retaining records on the same for any future reference/verification
- 2. Processing my job application including background verification checks and medical checks
- 3. Employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party. I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me.

Name: ARIJIT DAS

Signature: E-Signature Signature

ANNEXURE IV

CONSENT FOR RANDOM OR REASONABLE SUSPICION DRUG TEST

I am aware that Wipro has a policy which stipulates that employees while at work cannot be under the influence of any narcotic drugs, psychotropic substances and/or alcohol so as to ensure a healthy work force. To ensure the adherence of this policy, Wipro might be required to collect specimen of employee's hair, urine, blood, or any other relevant bodily sample, as may be required (hereinafter the "Sample") and submit it for drug test screening (hereinafter "Test").

I hereby **ARIJIT DAS**, consent to allow Wipro Limited (hereinafter "Wipro") to collect Sample from me for the Test.

In furtherance of the above stated:

- 1. I understand that the Test shall be conducted on random basis without any prejudice to anyone.
- 2. I authorize Wipro to share the Sample with Wipro's authorized vendor for the purpose of processing the Sample and making the result available to Wipro.
- 3. I understand that Wipro provides adequate security measures to safeguard the information resultant from the Test and all other personal data associated with it.
- 4. I understand that neither Wipro nor any authorized third party under clause (3) above shall retain the data collected in respect of the Test for period no longer than as required for statutory purposes and the data shall be suitably destroyed thereafter.
- 5. I understand that Wipro is entitled to initiate suitable actions against me including but not limited to disciplinary action based on the Test results.
- 6. I understand that Wipro may notify and publish the information resultant or ancillary to the Test if obliged under law to do so.

Name: ARIJIT DAS

Signature: E-Signature Signature

Place: IN-Kolkata

Date: E-Signature Date

For more details please refer to the policies on myWipro > App Store > Information > My Policies > India



Asansol Girls' College

(NAAC Accredited with 'A' Grade) (GOVT. SPONSORED) Affiliated with The Kazi Nazrul University Dr. Anjali Roy Sarani, Asansol - 713304

Ph. 0341-2257107 (Day), 2254098 (Morn.), 2257600 (Principal)

Website : www.agc.org.in • E-mail :

Ref. No.....

mail.agcorgin@gmail.com Date 20,7.202

То

Subhankar Barua

777/1 Sarat Chatterjee Road

Nirmala Apartment

Howrah-711104

Sir,

I am directed by the Governing Body to say that on the recommendation of the West Bengal College Service Commission, vide memo No- 1919-CSC/KNU/(WBM)-04/18 dated. 3.7.2020 to say that you are appointed as an Assistant Professor of Microbiology in the Asansol Girls' College in applicable Level in the pay matrix 10(57700-182400). You will be entitled to the allowances / benefits as admissible from time to time with effect from the date on which you join the post.

Regarding probation, confirmation and other conditions of service you will be guided by the West Bengal College Teachers (Security of Service) Act, 1977 and the rules made there under in the addition to the Government orders and Rules and Statutes/Regulations/Rules/ Ordinance, etc. of the Kazi Nazrul University.

20/07/2020 Vice-Principal Asansol Girls' College

No.....

Copy forwarded to :

1. The secretary, West Bengal College Service Commission,

Purta Bhawan. DF Block, 3rd floor, Sector-I, Salt Lake , Kolkata-91 for information with reference to this letter No. 1919-CSC (KNU) /(WBM)-04/18

Vice Principal

भारतीय डाक बिभाग / DEPARTMENT OF POSTS, INDIA अधीक्षक, डाकघर का कार्यालय / O/o THE SUPDT. OF POST OFF दक्षिण प्रेसीडेंसी मंडल / SOUTH PRESIDENCY DIVISION वारुईपर / BARUIPUR, कोलंकाता / KOLKATA - 700144

Ph:- (033)2433-5057 / 24338409 e-Mail:-dosouthpresidency.wb.aindiapost.gov.in ~ 방송 방송 방송 방송 바람을 좋다. マントコピラクラビンド いたい シックク

ORDER OF PROVISIONAL ENGAGEMENT

Memo No. A-7/GDS/Online/Rectt/Matgoran

Dated at Baruipur, the 17/07/2020

IN LA BAD

In response to the notification No. RECIT./R-100/ONLINE/GDS/VOL-VI DATED 05.04.2018 1 Shri/Smt/Ms SUMAN HALDER son/daughter of Shri SWAPAN HALDER whose Date of Birth is 6/8/1998 and who belongs to SC category/selected against SC category is hereby engaged as BPM Matgoran in account with Basanti S.O on PROVISIONAL BASIS with effect form dated 06.07.2020 FN in the TRCA scale of Rs 12000-29380, LEVEL-1. He/She shall be paid such allowances as are admissible from time to time.

Shri/Smt/Ms_SUMAN_HALDER_Son/daughter_of_Shri_SWAPAN_HALDER_should_clearly 2. understand that his/her engagement as BPM Matgoran in account with Basanti S.O shall be in the nature of a contract liable to be terminated by hm/her or by the undersigned by notifying the order in writing and that his Conduct and Engagement shall be governed by the Department of Posts, Gramin Dak Sevak (Conduct and engagement) Rules, 2020 as amended from time to time. 3

This Provisional Engagement is subject to satisfactory verification of the prescribed educational qualification, community certificate and other certificates, wherever prescribed. The candidate will have to undergo satisfactory prescribed Induction Training course and Practical Training as and when issued. The engagement is provisional and subject to certificates being verified through proper channels. If the verification reveals that the claim of the candidate belonging to Scheduled Caste/Scheduled Tribe / Other backward classes/(not belong to creamy layer)/ is false or educational certificates are not genuine or found unfit on Police Verification, his/her Engagement shall be terminated forthwith without assigning any further reasons and without prejudice to other criminal/legal action as may be taken under the provisions of Indian Penal Code for production of false 5.

The engagement of (Economically Weaker Sections)EWS candidates is provisional and is subject to the Income and Asset certificate being verified through proper channels and if the verification reveals that the claim to belong to EWS is fake/false the Engagement will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of fake/ false certificates.

If any information or documents submitted by the candidates is found false/ incorrect at a later stage, his/her engagement shall be terminated in accordance with Rule 8 of GDS (Conduct & Engagement Rules, 2020).

(Shri S.Ghosh) Supdt. Of Post offices South Presidency Division Baruipur, Kolkata-700144

Copy to:-

1. The candidate

- 2. ASPOs/Inspector Posts Canning Town Sub Division 3. Postmaster/SPM Basanti S.O
- 4. 0/C Spare

Postal Stores Depot, Kolkata



IISER-K/OO/PhD/2020-21/274

20 January 2021

कार्यालय आदेश/Office Order

यह सूचित किया जाता है कि स्प्रिंग सत्र 2021 में निम्नलिखित छात्र आईआईएसईआर कोलकाता के पीएचडी कार्यक्रम मे अस्थाई रूप से पंजीकृत हुए हैं। वे प्रति माह आईआईएसईआर कोलकाता या संबंधित निधीयन अभिकरण से रू 31000/- की कनिष्ठ शोध अध्येतावृत्ति + मकान किराया भत्ता (यदि लागू हो) के हकदार हैं। अगर अन्यथा उल्लेख न किया जाए, तो यह आईआईएसईआर कोलकाता से निधि प्राप्त छात्रों के लिए उनके अस्थाई पंजीकरण की तारीख एवं अन्य निधीयन अभिकरणों के छात्रों के लिये उनके द्वारा उल्लिखित सक्रियण की तारीख से लागू होगा।

This is to notify that the following students have provisionally registered in the PhD programme (Spring 2021 semester) of IISER Kolkata. They are eligible for Junior Research Fellowship of Rs. 31000/- + HRA (if applicable) p.m. from IISER-K w.e.f. the date of their provisional registration and for the students of the other funding agencies w.e.f their date of activation mentioned by the respective funding agency, unless otherwise mentioned.

SI.	Roll No	Name	Current Major	Fellowship	Joining Date	Remarks
1	20RS095	Gopal Mistry	Physical Sciences	CSIR	31-12-2020	
2	20RS096	Raj Roy	Chemical Sciences	Projeect	31-12-2020	
3	20RS097	Pallab Nandi	Chemical Sciences	UGC	31-12-2020	
4	20RS098	Neha Sharma	Geological Sciences	WOS-A	31-12-2020	
5	20RS099	Shippy Jaiswal	Chemical Sciences	CSIR	31-12-2020	
6	20RS100	Sangita Rajwar	Chemical Sciences	CSIR	31-12-2020	
7	20RS101	Sramona Barua	Biological Sciences	CSIR	31-12-2020	
8	20RS102	Anupama	Physical Sciences	CSIR	31-12-2020	
9	20RS103	Praval Pratap Singh	Chemical Sciences	CSIR	31-12-2020	
10	20RS104	Sandip Manna	Chemical Sciences	CSIR	31-12-2020	
			Mathematical			
11	20RS105	Jebasingh R	Sciences	CSIR	31-12-2020	
12	20RS106	Prakash Biswas	Biological Sciences	CSIR	31-12-2020	
13	20RS107	Sautrik Bhattacharya	Biological Sciences	UGC	31-12-2020	
14	20RS108	Kanav Sharma	Physical Sciences	UGC	31-12-2020	
15	20RS109	Ayush Joshi	Geological Sciences	CSIR	31-12-2020	Resigned
16	20RS110	Satya Ranjan Sahoo	Chemical Sciences	UGC	31-12-2020	
17	20RS111	Poulami Ghosh	Physical Sciences	INSPIRE	31-12-2020	
18	20RS112	Koushik Makhal	Chemical Sciences	CSIR	31-12-2020	
19	20RS113	Rakesh Kumar Muni	Biological Sciences	UGC	31-12-2020	Resigned



भारतीय विज्ञान शिक्षा एवं अनुसंधान संस्थान-कोलकाता मोहनपुर परिसर, मोहनपुर-741 246, INDIAN INSTITUTE OF SCIENCE EDUCATION AND RESEARCH KOLKATA Mohanpur Campus, Mohanpur – 741246

20	2000114	Khursid Alam	Dhusical Colonges	NIA	21 12 2020	тог
20	20RS114	Khursid Alam	Physical Sciences	NA	31-12-2020	TRF
21	20RS115	Chiranjit Mahato	Chemical Sciences	CSIR	31-12-2020	
22	20RS116	Avijit Mainan	Chemical Sciences	CSIR	31-12-2020	
23	20RS117	Tanmoy Ghosh	Biological Sciences	Project	31-12-2020	
24	20RS118	Arundhaty Pal	Biological Sciences	DBT	31-12-2020	
25	20RS119	Sariful Molla	Chemical Sciences	CSIR	31-12-2020	
26	20RS120	Ananya Chatterjee	Biological Sciences	UGC	31-12-2020	
27	20RS121	Medha Roy Choudhury	Physical Sciences	INSPIRE	31-12-2020	
28	20RS122	Sourav Sanyal	Biological Sciences	DBT	31-12-2020	
29	20RS123	Swagata Pan	Chemical Sciences	Projeect	31-12-2020	
30	20RS124	Prithiv Raj	Biological Sciences	CSIR	31-12-2020	
31	20RS125	Sritapa Basu Mallick	Biological Sciences	DBT	31-12-2020	
32	20RS126	Raviranjan Pandey	Biological Sciences	DBT	31-12-2020	
33	20RS127	Binayak Banerjee	Biological Sciences	Projeect	31-12-2020	
34	20RS128	Puja Gupta	Biological Sciences	DBT	31-12-2020	Resigned
35	20RS129	Krishna Pradhan	Biological Sciences	CSIR	31-12-2020	
36	20RS130	Najma Parveen	Biological Sciences	DBT	31-12-2020	
37	20RS131	Md Aquib Molla	Physical Sciences	CSIR	31-12-2020	
38	20RS132	Athira C C	Biological Sciences	CSIR	31-12-2020	
39	20RS133	Sourav Kumar Panda	Chemical Sciences	UGC	31-12-2020	
40	20RS134	Joyanta Sonowal	Physical Sciences	CSIR	31-12-2020	
41	20RS135	Bibhas Das	Biological Sciences	CSIR	31-12-2020	
42	20RS136	Anwesha Panda	Physical Sciences	INSPIRE	31-12-2020	
43	20RS137	Aswathi S	Biological Sciences	UGC	13-01-2021	
44	20RS138	Avishek Roy	Chemical Sciences	INSPIRE	13-01-2021	
45	20RS139	Sayan Ghosh	Chemical Sciences	INSPIRE	13-01-2021	
46	20RS140	Anushree Sinha	Chemical Sciences	INSPIRE	13-01-2021	
47	20RS141	Ankit Mandal	Physical Sciences	INSPIRE	19-01-2021	SNB
48	20RS142	Rik Niranjan Mukherjee	Chemical Sciences	INSPIRE	19-01-2021	SNB
		Suchetana				SNB
49	20RS143	Mukhopadhyay	Physical Sciences	INSPIRE	19-01-2021	
50	20RS144	Adongo Vincent	Geological Sciences	IISER-K	19-01-2021	INTL
51	20RS145	Jhansi Rani M	Physical Sciences	UGC	20-01-2021	SNB
52	20RS146	Arkapriya Das	Chemical Sciences	NA	20-01-2021	Resigned

that

सहायक कुलसचिव(शिक्षण)/Assistant Registrar(Academics)

Dutte



भारतीय विज्ञान शिक्षा एवं अनुसंधान संस्थान - कोलकाता मोहनपुर परिसर, मोहनपुर-741 246, INDIAN INSTITUTE OF SCIENCE EDUCATION AND RESEARCH KOLKATA Mohanpur Campus, Mohanpur – 741246

सभी संबोधित छात्र/ All concerned Student

प्रतिलिपि/Copy :

- 1. अध्यक्ष, शिक्षण मामलें/ Dean of Academic Affairs
- 2. सह-अध्यक्ष, शिक्षण मामलें/Associate Dean of Academic Affairs
- 3. अध्यक्ष, अनुसंधान एवं विकास/ Dean of Research & Development
- 4. अध्यक्ष, छात्र मामलें/ Dean of Students' Affairs
- 5. मुख्य छात्रपाल /Chief Warden
- 6. पुस्ताकालयाध्यक्ष /Library
- 7. संगणक केंद्र /Computer Centre
- 8. चिकित्सा इकाई /Medical Unit
- 9. संबंधित विभागाध्यक्ष/ Concerned HoD
- 10. संबंधित पीजीएसी संयोजक / Concerned PGAC Convener
- 11. उपकुलसचिव (वि एवं ले)/ Deputy Registrar (F&A)
- 12. व्यक्तिगत मिसिल/ Personal File

Government of West Bengal INSTITUTE OF POST-GRADUATE MEDICAL EDUCATION & RESEARCH 244. Acharyya Jagadish Chandra Bose Road Calcutta - 700 020. Telephone : 223 5181



Memo No: 1275

Date: 8, 3, 21

To Deeya Roy Chowdhury D/O Nilaj Roy Chowdhury Govt. Housing Estate Jadavpur, Kolkata 700032.

Subject: Offer for recruitment as a Junior Research Fellow (JRF) for undertaking research work on the project entitles "Investigating the role of Macrophage in Hepatitis B Virus mediated disease progression towards end stage Liver diseases" under the supervision of Dr. Soma Banerjee, Professor, Center for Liver Research, School of Digestive and Liver Diseases (SDLD), IPGME&R, Kolkata.

Dear Deeya,

Consequent upon your interview held on March5th, 2021 at MRU, IPGME&R for the position of Junior Research Fellow (JRF), I am directed to convey the approval of the competent authority for offering you an engagement as a Junior Research Fellow (JRF) to undertake research targeted towards completion of the project entitled "Investigating the role of Macrophage in Hepatitis B Virus mediated disease progression towards end stage Liver diseases" under the supervision of Dr. Soma Banerjee, Professor, School of Digestive and Liver Diseases, IPGME&R, Kolkata. Since this project is a Department of Biotechnology (DBT) funded, Government of India project, you are entitled to receive Rs. 31000/-(Thirty oneThousand only) as a monthly stipend along with24% HRA which amounts to Rs. 7440/-(Seven Thousand Four Hundred forty only). Thereby, you are entitled to receive Rs. 38400/ per month for the first sixmonths as the fund is available now. You are requested to join within 7 days of the receipt of this letter.

The engagement will be subject to the following terms and conditions:

1. The tenure of fellowship is initially for 6 months under the JRF scheme. Upon expiry of this period, if the work of the Fellow found suitable and the fund is available form DBT, his/her tenure will be extended on 6 months basis. In case the work is not found satisfactory, an additional year will be given to him/her for improvement. Your work will be evaluated after twoyears, and if improvement is found, the Fellow will get one more year



under the SRF. Thus, the total period of fellowship (JRF and SRF) is 3 years if the fund is available. There is no further provision of extension.

- 2. You are requested to furnish an undertaking to the effect that no criminal proceedings are either pending or contemplated against you in any Court of Law.
- 3. The engagement is purely on contract basis and the Director of the Institute reserves the right to dispense with your services at any time without assigning any reasons. The engagement will automatically cease to exist on present/extended assignment tenure or contemplation of the aforesaid project activities, whichever is earlier.
- 4. The engagement can be terminated at any time by giving a one month notice on either side. Your contract can be terminated forthwith or before expiry of the notice period by making payment of a sum equivalent to one month contractual amount. However, you will not be permitted to surrender one-month contractual amount in lieu of the period of notice of unexpired portion thereof and you will be required to serve the full period of the notice.
- 5. You will normally be posted at the study site; however, you may be temporarily posted to other sites in the interest of the project work.
- 6. You shall not be entitled to any other allowances such as Dearness Allowance, Transport Allowance, LTC, Bonus, etc. You will also not be provided any CGHS or other medical facility under CS (MA) Rules.No travelling and/or daily allowance will be admissible either for joining the assignment or on expiry of the contract. However, while travel in connection with the assigned work during the period of engagement, you will be entitled to draw TA/DA as per your entitlement.
- 7. Leave Provisions: Annual/Accrued leave: 30 days per annum (Pro-rated @ 2.5 days per month of completed year of service). Maternity leave: 180 days in terms of DBT. 8 days casual leave and 2 days restricted holidays per annum as per GOI rules. On termination of the contract, you will be entitled to carry forward of the leave or to the benefit of encashment of earned leave.
- 8. You will not be entitled for any terminal benefits after completion of the contract period or otherwise.
- 9. You will not divulge any information gathered or outcome of the research work during the period of assignment to anyone who is not authorized to have the same.
- 10. The contract service will not confer any right for further assignment. In case you are willing to accept the aforesaid condition of offer of engagement, you are directed to report for duty to the undersigned within one week of issue of the letter failing which the offer shall stand automatically cancelled. A copy of this letter duly signed by you as token of acceptance of the aforesaid terms and conditions should also be furnished to this office along with the joining report and all your testimonials in original along with proof of identity and residence.

Yours Faithfully,

Director, IPGME&R

Kolkata

Director LP.G.M.E&R Kolkata-700020

Copy for information and necessary action to

- Head of Department
- Project Supervisor
- Accounts Section
- Director's office



Government Of India Government Of India Government of West Bengal Office of the Director Institute of Post Graduate Medical Education & Research 244, A.J.C. Bose Road, Kolkata-700020 Email: <u>director.ipgmer@gmail.com</u> Phone: 2204-1101 Fax: 2223-5181

Memo No. Inst/ 1275

Date: 3.3.21

Undertaking Part I

I.P.G.M.E&R, Kolkata recruits staff on the projects as per the rules and procedures set forth by I.P.G.M.E.&R. It is confirmed that during the currency of the project entitled "Investigating the role of Macrophage in Hepatitis B Virus mediated disease progression towards end stage Liver diseases" funded by Department of Biotechnology, Ministry of Science and Technology, Government of India as well as on its termination, there as mentioned above and this Institute will have no legal liabilities, whatsoever, relating to the staff.

Director, I.P.G.M.E.&R. Kolkuta

Part II

(Undertaking to be obtained by the Head of the Institute from the contractual employee of the project)

I, DEEYA ROY CHOWDHURY...., have noted the undertaking issued by the Director, I.P.G.M.E.&R, Kolkata through letter No.1275 and hereby agree that any dispute whatsoever between me and the Department of Biotechnology, Ministry of Science and Technology, Government of India will not be legally liable in any way.

I, DEEYA. ROY. CHOWDHURY...., further state that no criminal proceedings are either pending or contemplated against me in any Court of Law.

Deeya Rey Chowdhury Signature

Memo No: 1275

TO The Director I.P.G.M.E.&R 244, A.G.C. Bose Road Kolkata 700020 Government of West Bengal Office of the Director IPGME & R, Kolkata-20 10 MAR 2021 Q 3 J&C Received Contains not Verified

Subject: Application for joining as a Junior Research Fellow (JRF) for undertaking research work on the project enlitted "Investigating the role of Macrophage in Hepatitis B Virus mediated disease progression towards end stage Liver diseases" under the supervision of Dr. Soma Banerijee, Projessor, Center fou Liver Research, School of Digestive and Liver Diseases (3DLD), IPGME&R, Kolkata.

Respected Sir,

This is to inform you that I, & Deeya Roy Chowdhury, accept the offer to join as a Juniar Research Jellow (JRF) to undertake research targeted towards completion of the project entitled "Investigating the role of Macrophage in Hepatitis B Virus mediated disease progression towards end stage liver diseases" under the supervision of Dr. Soma Banerjee, Professor, School of Digestive and diver Diseases, IPGME &R, Kolkata, consequent upon the interview held on March 5, 2021 at MRU, IPGME&R. I would also like to bring to your notice that I am joining today, March 10, 2021 at forenoon (i.e. before 12 noon).

Downly New Hours, 1PhueR. Allowed to join 10 Day (FIN) Medical Officer In-Charge Store (Projects) NE GMA & BAY

ed to John Sincerely, Doy(FIN) Deeya Roy Chowdhwry (DEEYA ROY CHOWDHURY) (0,03/21

Date: 10.03.2021



Ph: 033-22259779

e-mail:exdtecon@gmail.com

No : DTE-11013(11)/2/2017-HQ SEC-DTE

Dated: 23 /09 /2020

ORDER

The candidates **as per Annexure attached herewith** are hereby appointed temporarily to the post of **Sub-Inspector of Excise/ Lady Sub-Inspector of Excise** under Excise Directorate, West Bengal, under Pay Level – 10, under West Bengal Service (ROPA) Rules 2019 (pre-revised Pay Band 3, i.e. -Rs.7,100-37,600/- with Grade Pay Rs.3900/- under ROPA 2009) plus such allowances as may be admissible under the rules with effect from the date they report for <u>duty along with satisfactory Medical</u> <u>Report and Release Order from their earlier service (who are already in service)</u> with pending Police Verification (subject to the condition that the appointment will be liable to be cancelled in the event of the Police Verification Report being adverse) and also fulfillment of the following conditions namely :-

- i) That he/ she submits for the purpose of entry into Government Service his/her declaration of age in the prescribed form and the certificates in original from the appropriate authority showing his date of birth in support of his/ her declaration.
- ii) That he/ she takes an oath or make affirmation in the prescribed form both in writing and orally before the Excise Commissioner, West Bengal.
- iii) That he/ she submits within a period of 3 (three) months from the date of his joining Government Service the first statement of his/ her assets as they stood on 1st January immediately preceding the date of his/ her joining and thereafter submit periodic returns like all other Government Servants.
- iv) That he/ she furnishes within 3 (three) months of his/her appointment Security to the extent of Rs.3000/- (Rupees Three Thousand) only in the Government promissory notes or Post Office Savings Bank Deposit to the satisfaction of the Excise Commissioner, West Bengal and shall execute a Bond in the Excise Department Form No. 220.

That he/ she undergoes thorough training in different branches of Excise Administration and that he/ she shall also be required to undergo mandatory Police Training in due course.

Order in respect of inter-se-seniority will be issued later on and no travelling expenses for his / her journey(s) to join the post will be allowed.

Excise Commissioner, West Bengal.

Continued:

- 2 -

Memo. No. DTE-11013(11)/2/2017-HQ SEC-DTE / 1(158) Dated : 23 / 09 /2020

Сору	forwarded	for	information	and	necessary	action	to	Sri	/Smt.
			,C/	o					,
Address:									

• He/ She is requested to report and join for field training at the Excise Offices as noted against each in the attached 'Annexure' along with satisfactory Medical Report (for all candidates) and Release Order from the earlier service (for them who are already in service) within 30 days of receipt of this letter failing which appointment offered herein will be treated as cancelled without any further correspondence. (Letter to CMOH and the other letters of correspondences may be downloaded as per requirement).

w~23/9 For Excise Commissioner,

West Bengal.

Memo. No. DTE-11013(11)/2/2017-HQ SEC-DTE /2(6°) Dated: 23 / 09 /2020

Copy forwarded for information and necessary action to :

- The Chairman, W.B.P.R.B, with reference to his Memo. No. 429 dt. 14.02.2020 and & 1296 dt17.06.2020
- 2. The Accountant General (A&E), West Bengal, Treasury Buildings, Kolkata.
- 3. The Pay & Accounts Officer, Kolkata Pay & Accounts Office I.
- 4. The Special Excise Commissioner, ______ West Bengal.
- 5. The Additional Excise Commissioner, Headquarters, Excise Directorate, West Bengal.
- 6. The Collector of Excise, Kolkata (North / South)
- 7. The Additional Excise Commissioner / Joint Commissioner of Excise,
- 8. The Treasury Officer Excise Division,

, West Bengal,

- 9. The Joint Commissioner of Excise, Training, Excise Directorate, West Bengal.
- 10. The Superintendent of Excise, _________, with the request to send a list of the candidates who joined time to time, with the copy of joining letter and mentioning their date of joining, in every 7 days and to arrange Field Training for 1(one) month for the newly joined candidates in partial modification of Excise Directorate Order No. 285(25)E dated 12.05.15.
- 11. The P.A. to Excise Commissioner, West Bengal.
- 12. The Administrative Officer, Excise Directorate, West Bengal.
- 13. The Cash & Accounts Officer, Excise Directorate, West Bengal.
- 14. The Confidential/Establishment 'A'/Establishment 'B'/Bill Section, Excise Directorate, West Bengal.

2299

For Excise Commissioner, West Bengal.

Page 16 of 16

ANNEXURE (to the Appointment letter dated $\frac{23}{9}/2020$ in respect of S.I./ Lady S.I. of Excise)							
SI. No	Name	Gender	Father's Name	Residential Address	Place of Reporting for Field Training (Excise Division/ District)		

15]

151	SURANJANA MONDAL	Female	SUJAN MONDAL	P.OCHAK JOTESHIBRAMPUR,P.SMAHESHTALA,DIS- SOUTH 24 PARGANAS,KOLKATA-700141	Baruipur Excise District
152			DEBASHISH DUTTA	P9 HAZARIPARA ROAD, P.O -CHAK JOTE SHIBRAMPUR, P.S - MAHESHTALA, DIST-SOUTH 24 PARGANAS, KOLKATA - 700141	Baruipur Excise District
153	SUDIP MONDAL	SUDIP MONDAL Male DHANANJOY MONDAL		PO-GOTRA, PS-BASIRHAT, DIST-NORTH 24 PARGANAS	Baruipur Excise District
154	AKSHAY MONDAL	Male	JOYDEV MONDAL	VILL UPENDRANAGAR SUB DIV. KAKDWIP, PO- RAKHALPUR, PS-PATHARPRATIMA, DIST-SOUTH 24 PARGANAS	Sundarban Excise District
155	SAYAN HALDER	Male	JAGADISH HALDER	VILL-NARAYANITALA,PO-CHAPLA, PS-RAYDIGHI, DIST- SOUTH 24 PARGANAS	Sundarban Excise District
156	ANIRBAN GHOSH	Male	SUDEB KUMAR GHOSH	VILL- BARA JIRAKPUR, PO-JIRAKPUR, PS-BASIRHAT, DIST- NORTH 24 PARGANAS	Sundarban Excise District
157	SUMAN KUMAR DEY	Male	DIPAK DEY	VILL SHIBHATI,PO-SIBHATI, PS-BASIRHAT, DIST-NORTH 24 PARGANAS	Sundarban Excise District
158	TUHIN SARKAR	Male	ASIM SARKAR	VILL- BANGLANI, PO-BAGANGRAM, PS-BONGAON, DIST- NORTH 24 PARGANAS	Sundarban Excise District

Excise Commissioner West Bengal

Government of West Bengal Department of Health & Family Welfare G.A. Branch SwasthyaBhawan, Block GN-29, Sector - V Salt Lake City, Kolkata- 700091

No. HF/O/GA/489/W- 111 /2021

Dated: 19-02-2021

MEMORANDUM

In terms of Notification No. 192-IT/06/2020/PAR-e-Gov. dated 16.10.2020 (copy enclosed) issued by Department of Personnel & Administrative Reforms of this Government, service conditions of different contractual IT personnel who were working in various establishments under this Department and engaged through Webel or WTL or similar agencies or directly by Department has been changed to the tune that they will come under direct control of Government of West Bengal as contractual workers. They would enjoy benefits as per Notification No. 192-IT/06/2020/PAR-e-Gov. Dated 16.10.2020.

- The P & AR Dept. has communicated their approval in this regard vide their letter no.307-2. PAR-23012/6/2021-eGov, dated 18-02-2021 as per list attached herewith in Annexure-A.
- The broad breakup of such IT Personnel are as follows: 3.

Controlling Authority	Post:
DHS	297
DMÊ	117
State Drugs Control & Research Laboratory	2
H&FW Department	54

- 4. Each IT personnel from the approved list at Annexure-A, shall submit his/her willingness to accept that his/her service has come under direct control of Government of West Bengal as contractual workers in Annexure-B.
- 5. For drawal of remuneration, each IT personnel has to fill-up a form Annexure-C, which would act as the mandate by the payee for receiving e-payment. The duly filed in Form has to be received and kept by the concerned DDO.
- 6. The concerned DDO would check for existing contractual IT personnel from the list (Annexure-A) and after being satisfied that the incumbent is continuing the service, would record the details for future payments by drawing and disbursing the amount through epayment system.
- 7. The concerned DDO would calculate monthly remuneration of the concerned contractual IT personnel on the basis of his attendance report (A sample copy of the same is placed in Annexure-D).
- 8. His/her service shall be liable to be terminated any time before attending age of 60 years on the following grounds:
 - a. In case of submission of inappropriate documents.
 - b. Violation of prevailing and extant service conditions.
- 9. The Service of the Contractual IT personnel or DEOs are transferable within the jurisdiction of the respective engaging authority.

This arrangement would take effect from the month of 1st March, 2021.

Buldes

Assistant Secretary to the Government of West Bengal

Enclo: As above

No. HF/O/GA/489/1(20)/W- 111 /2021

Dated: 19-02-2021

Copy forwarded for information and further communication:-

- 1. The Managing Director, NHM, Swasthya Sathl Bullding 2.
- The Secretary, Nursing. Swasthya Bhawan. 3.
- The Director of Health Services & E.O.S., WB, Swasthya Bhawan. 4.
- The Director of Medical Education & E.O.S., WB, Swasthya Bhawan. 5.
- The Secretary & Commissioner, Food Safety, Swasthya Bhawan. 6.
- The Secretary, HS / IT Branch, Swasthya Bhawan. 7.
- The Additional Secretary, Mental Health Branch, Swasthya Bhawan.
- S. The Commissioner, Dental Branch
- 9. The Commissioner, GA Branch
- The Special Secretary, MERT Branch, Swasthya Bhawan. 10.
- 11. The Director, Homoeopathy, West Bengal, Swasthya Bhawan.
- 12. The Director, Ayurveda, West Bengal, Swasthya Bhawan.
- The Director, Drug Control, WB, P-16, Indla Exchange Place Extension, Kit Buildings, (5th 13. Floor), Kolkata-700 073.
- The Director, State Drug Control & Research Laboratory, WB, 2, Convent Lane, Kolkata-700 14. 015.
- 15. The Joint Secretary, Law Branch, Swasthya Sathi Building
- 16. The Financial Advisor, H&FW Department, Swasthya Bhawan.
- 17. Deputy Secretary, FW Branch
- 18. The Assistant Secretary & DDO, H&FW Department, Swasthya Bhawan.
- 19. The Establishment Cell of this Department.
- 20. Guard File

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Assistant Secretary to the Government of West Bengal

Dated: 19-02-2021

No. HF/O/GA/489/2(6)/W- 111 /2021

Copy forwarded for information:-

- Sr. PA to the Secretary, H&FW Department, Swasthya Bhawan. Ι.
- The Managing Director, Webel Technology Limited, Plot-5, Block-BP, Sector-V, Salt Lake City 2. Kolkata – 700091
- Smt. Susmita Pal, Dy. Manager (Project), West Bengal Electronics Industry Development Corporation Limited, Webel Bhavan, Block-EP & GP, Sector – V, Bldhannagar, Salt Lake, 3. The Executive Director, Bozon Technology Pvt. Ltd, AB-179, Sector-I, Salt Lake, Kolkata-64.
- 4. Pay & Accounts Officer, P.A.O.-III, Shubhanna, Salt Lake, Kolkata. 5.
- The System Coordinator, IT Branch 6.

with a request to upload it in the Departments website.

Bhalds

Assistant Secretary to the Government of West Bengul

	SI. No.	Name:	Father,s / Husband's Name :	Address:	Date of Birth:	Gender	Casle:	Qualification:	Mobile No:	DEO Category / Designation :	Present Place of p
	392	Soumyadi Das	p Samir Kumar Das	Kamrabad, Redpark, Sonarpur, Kolkala- 700150	06-08-1999	MALE	General	нз	7439271552, 9330563350	Data Entry Operator	G/O the CMOH, Public Hi (Dy. CMOH-II), N24
	331	AVIK ROY	AMAL ROY	MALANCHA ROAD, P.O NOAPARA, P.S BARASAT, KOLKATA 700125	04-07-1990	MALE	GEN	M.C.A.	9748977015	D E.O. (S.N.C U.)	BONGAON SUB DIV HOSPITAL
	332	Snjita Munst	hi Debangshu Munshi	247, RN Tagore Road,Dumdum, Bediapara, Kol-700077	08.02.1995	FEMALE	General	МА	7980996926	Data Entry Operator	ACMOH, Barrackpore Su
3	33	Subhamoy Basu	Late Sajal Bandhu Basu	KB Sarani, Utlarpara, Post & Vill- Udayrjpur, Dist- N 24 Pgs, Pin-700129	25.11.1992	MALE	General	B.Com	9804579224	Data Entry Operator	Office of the Dy CMOH-II Parganas
33		Trinath hakraborty	Asish Chakraborty	Vill+P.O- Simulia, Dist-Murshidabad, P.S- Salar, Pin-713123, West Bengal	05.03.1998	MALE	General	 ВА	8373810700	Data Entry Operator	Office of the Dy CMOH-II Parganas
335		ID SURAJ IONDÀL	S/C- MD MOSTAFA MONDAL	VILL-TALSA, P.O- TALSA, P.S- ASHOKNAGAR, DIST NORTH 24 PGS PIN-743234	23.02.1979	• MALE	OBC - A	B.SC (GRADUATE). CERTIFICATE COURSE IN COMPUTER APFLICATIONS	9091351234	DATA ENTRY OPERATOR(DEO)	NORTH 24 PARGANAS HOSPITAL , BARA
336		artha Paul	S/O- NITYANANDA PAUL	RAMKRISHNA ASHRAM ROAD, P.O. PANIHATI, P.S KHARDAH, NORTH 24 PGS. PIN-700114	10lh July 1987	MALE	OBC - B	M.A (POST GRADUATE), CERTIFICATE COURSE IN COMPUTER APPLICATIONS (CITA)	9874590435	DATA ENTRY OPERATOR(DEO)	NORTH 24 PARGANAS HOSPITAL , BARA
337		GHADIP HOSH	S/O- ANUP KUMAR GHOSH	P.O+ VILL-HIJALPUKURIA, HABRA, VIVEKANANDA ROAD (EXTN), P.S- HABRA, NORTH 24 PGS, PIN-743271	17th March 1999	MALE	General (UR)	H.S, ITI (FITTER), 6 MONTH CERTIFICATE COURSE IN BASIC OF COMPUTER	9382100843	DATA ENTRY OPERATOR(DEO)	NORTH 24 PARGANAS (HOSPITAL , BARAS
338	Deba	isree Roy L	ale Rabi Sankar Roy	5/12 Jatindas Nagar Belghoria Kolkata56	03-11-1987	FEMAL	General	HS	8420397434, 9830370553	Data Entry Operator in Immunization	O/O the CMOH, N24F
339	Priva	inka Daka	D/O-Sibnath N	Vill-Gannanur P N & P 9. Dutlanukur Pin-			·			•	

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CIN: U93000PN2010PTC136943

Letter of Employment

Date: 08th February, 2021

Offer code: QA/KOL/4230

Dear Susmit,

We're delighted to extend this offer of employment to you for the position of **Senior Associate** – **QA, Kolkata** with Rebel Food Services Private Limited (Formerly Faasos). On the following terms and conditions:

1. APPOINTMENT

a. Your date of appointment is 21st February, 2021 and your duties shall commence accordingly.

2. COMPENSATION

Your annual compensation is confirmed as "2, 76,888"

Please note the following with regard to the components of your compensation.

- a. Basic Salary is fixed as per your grade.
- b. Changes in your compensation are discretionary and shall be decided by management on the basis of your performance, results and other criteria.
- c. Salary, allowances and all other payments/benefits shall be governed by the Company's policies as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.

3. OTHER BENEFITS

a. You shall also be entitled to medical benefits in accordance with the Company's policy.

www.rebelfoods.co

Registered Address : Office no. 3 & 4, First Floor, Aditi Commerce, S No.1, Baner Village, Baner Pune 411045.



CIN: U93000PN2010PTC136943

4. CODE OF CONDUCT

You are expected to comply with the Code of Conduct of the Company. During joining or at any time after joining you can request the HR/SPOC to share the Code of Conduct with you. Company reserves a right to amend the Code of Conduct from time to time at its sole discretion and without any prior intimation to any employees.

Below are the major points of Code of Conduct:

1. CONFLICT OF INTEREST

- a. During the term of employment, you must engage yourself exclusively to work for the Company or to such other places where you are deployed by the Company, and during such term you shall not take up any employment or assignment (whether part time or full time) with any other person, Company or any other legal entity at any place, without the express written consent of the Company's Partner.
- b. As per company policy you would be under probation period of 6 months where your performance and overall behaviour would be evaluated and accordingly the management would decide on your confirmation. In certain circumstances related to performance, discipline & code of conduct management has all rights to extend your confirmation period.
- c. You shall also be prohibited, for a period of 6 (Six) Months from the cessation of your employment with the Company, from taking up any job or assignment, either full time or otherwise for any reason with a client of the Company, whose assignments you have handled directly in the 12 (twelve) months immediately preceding your separation from the Company.
- d. During your employment and for a period of (6) six Months from the cessation of employment with the Firm, you shall not solicit, induce or encourage:
 - i. Any employee of the Company to associate with, or terminate their employment in order to be associated with, you, or any customer, supplier, or competitor with whom you have a connection.
 - ii. Any client, customer or vendor of the Company to terminate their business with the Firm.
- 2. HARM TO BUSINESS REPUTATION
 - i. You are expected to owe a duty of loyalty to the Company. You must perform your duties towards the Company faithfully, diligently and to the best of your ability.

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CIN: U93000PN2010PTC136943

ii. You must refrain from engaging into any conduct that could adversely affect the Company's business or reputation.

3. CONFIDENTIALITY

- a. You recognize that you have been hired in a position of trust and confidence with the Company and you will in the course of your employment with the Company, be exposed to various items of secret and Confidential Information (as defined below) that are proprietary to the Company. You covenant to hold all such information in trust for the Company and not to disclose such information to any third party.
- b. You shall perpetually treat as strictly confidential all records, data and other information that comes within your knowledge during your employment with the Company or provided to you during the course of discussions, negotiations and carrying of the Business, Directly or Indirectly, orally or by inspection of tangible objects (including documents/ e-mails), irrespective of whether it is marked "confidential" or not including but not limited to all intellectual property rights, knowhow, techniques, processes, programmes, schematics, software source documents, data, customer lists, financial information, sales and marketing plans, compilation of clients, market or industry specific demographics and statistics, Company's non-public corporate, financial, legal and employee information, business model, business ideas, business proposals, corporate plans, processes, strategies, business forecasts and competitive analysis, customer names and prospective names, investor information and all information concerning the business, intellectual property, trade secret, interior designs, recipes and business ideas, irrespective of whether the Intellectual Property is pending registration or registered under applicable Law, irrespective of it being hard copy form and any other information which Company knows or has reason to know is confidential, proprietary or trade secret information (collectively 'Confidential Information'). Such Confidential Information shall, at any time during the Term or thereafter, not be disclosed or be used without the prior written consent of the Company. This provision shall not apply to the information already in the public domain; and mandatorily required to be disclosed under the applicable law. This paragraph shall survive any termination of this Letter Agreement. Further, you shall not take any copy, reproduce and/or disclose any of the Confidential Information to any other party without the prior written consent of the Company. Upon the request of the Company, at any time and for any reason, you shall immediately deliver to the Company all materials (including all soft and hard copies) in your possession, which contain or relate to Confidential Information

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CIN: U93000PN2010PTC136943

4. COMPANY'S PROPERTY

- a. You must not use or permit the use of Company's property or resources for anything other than approved Company business or activities.
- b. You shall be responsible for the safe keeping and return in good condition of all the properties of the Company in your possession. The Company has the right to assess and recover from you the damage, if any, to all such material.

5. INVENTIONS AND INTELLECTUAL PROPERTY

- a. You hereby agree and confirm that to the extent that you (i) have created post to the date of appointment, and (ii) will create during the Term of your employment with the Company, any and all intellectual property rights relating to the business operations of the Company in any manner whatsoever, you hereby unconditionally and irrevocably assign unencumbered full legal title in that intellectual property to the Company. You further agree to execute a formal assignment of all such intellectual property in favour of the Company, if required as the cost and expense of the Company but without any additional consideration.
- b. You hereby agree and acknowledge that ownership of, and all right, title, and interest in, all the trademarks, trade names, brand names, patents, designs, domain names and other intellectual property rights in any product, software, methodologies, systems, processes, inventions, and works, made or conceived or first reduced to practice or created, either alone or jointly with others, during the period of your employment with the Company, whether or not in the course of your employment and whether or not such intellectual property rights are patentable, copyrightable or protectable as trade secrets, shall vest in the name of the Company at any stage i.e. whether they are complete or in work in progress.
- c. You hereby represent and warrant that you shall not use or integrate any third party materials or data that are not validly licensed to the Company unless previously authorized by the Company. You represent and warrant that you have not violated the intellectual property rights of any third party, and covenants that you shall not violate the intellectual property right of any third party in the course of your employment with the Company. In case any such third party intellectual property is integrated in any intellectual property rights created by you, then you agree to grant or procure the grant to the Company a non-exclusive, fully transferable, perpetual, fully paid-up license to use, and modify, such third party intellectual property integrated. You shall cooperate with the Company in executing all such assignments, oaths, declarations, and other documents to effect the foregoing.

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FORMERLY FAASOS FOOD SERVICES PRIVATE LIMITED

CIN: U93000PN2010PTC136943

d. You hereby expressly agree that all intellectual property created by you within the scope of employment shall be a "work for hire" under the laws of any jurisdiction and that the Company will be considered the owner of such works.

5. TERMINATION OF SERVICE

a. The Company reserves the right to pay or recover salary in lieu of the **Notice Period**. The Company shall have the option to waive the Notice Period partly or fully without paying you any salary or compensation for the Notice Period so waived.

**Notice Period: - You need to serve a notice period of 90 days if you are a confirmed employee. In case you are still under probation period which is of 6 months; you need to serve a minimum notice period of 30 days.

- b. Your employment shall be considered to have been terminated without giving any notice in case you are absent without leave, or remain absent beyond the period of leave originally granted or subsequently extended in writing unless you
 - i. Return to work within eight days of the commencement of such absence and
 - ii. Give a satisfactory explanation for such absence in writing.
- c. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct. Misconduct may involve, among other things, reasonable suspicion of misconduct, disloyalty, moral turpitude, indiscipline, or inefficiency. It shall be at the discretion of the Company as to what constitutes misconduct.
- d. In case there is termination of services (voluntary/ involuntary) within 1 year of employment with the organization, any kind of bonus or notice-period buy-out amount that you are entitled to at the time of joining should be subject to deduction/ recovery along with full-final settlement.
- e. If there has been any relocation allowance/reimbursement provided by the company at the time of joining, which would include travel, accommodation as well and the concerned employee chooses to leave the organization within 6 months of employment, the amount in lieu of the same should be subject to deduction/recovery along with full-final settlement.

6. GENERAL

a. Your appointment is subject to the information provided by you. In case these particulars are found to be false or unsatisfactory or if it is found that you had

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UNIVERLI FAASUS FOOD SERVICES FRIVATE LIMITED

CIN: U93000PN2010PTC136943

suppressed any material facts, the Company may terminate your services at any time without giving any reason or notice thereof.

- b. Regular achievement of target as assigned and pre-informed during the term of the employment is designated prerequisite for continuance of your employment with the Company. You shall ensure that you achieve periodical targets set.
- c. You will be governed by Company's code of conduct or standing orders as issued from time to time; in so far they may be applicable to you.
- d. In the event of breach of the obligations of point no. 4 of this letter of employment, you shall be liable for any and all damages both direct and consequential, as may have been caused to the Company on account of your breach.
- e. At the time of separation from the Company, you must hand over charge and any property or material of the Company that may be in your possession, failing which the Company can defer final settlement of dues.
- f. The working hours applicable to you will be the same as observed at your place of posting. You may be expected to work extra hours to fulfil your responsibilities or whenever the job so requires.
- g. You must intimate the Company in writing of any change in address; failing which any communication sent to your last recorded address shall be deemed to have been served on you.

All the above terms and conditions shall be read and construed along with your contract of service /Agreement signed with the Company which will be handed over to you pursuant to you signing this Acceptance Letter. In the event of conflict of any provisions of the Letter of Intent and this Letter of Employment, provisions of Letter of Employment shall prevail.

Please sign on a copy of the employment letter as a token of your acceptance.

Yours sincerely,

For Rebel Foods Private Limited (Formerly Faasos)

Isha Pandit

Associate Vice President – HR

I have read the contents of the above employment letter and I have fully understood the meaning and content thereof including the legal and binding effect of the same.

www.rebelfoods.co

Registered Address : Office no. 3 & 4, First Floor, Aditi Commerce, S No.1, Baner Village, Baner Pune 411045.



FORMERLY FAASOS FOOD SERVICES PRIVATE LIMITED

CIN: U93000PN2010PTC136943

Name	Susmit Lodh					
Designation	Senior Associate					
Grade	G	1C				
Department	q	QΑ				
Location	Koll	kata				
Salary Head	Monthly	Annual				
Fixe	d Salary					
Basic	10000	120000				
HRA	5000	60000				
Other Allowance	6310	75720				
Total	21,310	255720				
Re	etirals					
Employer PF Contribution	1200	14400				
Gratuity Fund (4.80%)	480	5760				
Group Med claim Premium	84	1008				
Total	1764	21168				
Cost To Company						
Total	23074	276888				

Isha Pandit

Associate Vice President – HR

www.rebelfoods.co

Registered Address : Office no. 3 & 4, First Floor, Aditi Commerce, S No.1, Baner Village, Baner Pune 411045.



APPOINTMENT LETTER

<u>24 May, 2021</u>

Dear ANIKET BHATTACHARYA,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

- 1. Your initial place of work will be at **IN-Kolkata**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
- 2. You will be expected to attend office except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

- 1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 80000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
- 2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
- 3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
- 4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

4. Leaves:

You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

5. Term:

Employment period shall commence on **26 May, 2021** and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable by one month's notice by either party or one month's salary in lieu thereof:

- 1. You will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by two months' notice by either party or two months' salary in lieu thereof. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, the Company may, at its discretion relieve you from such date as it may Deem fit even prior to the expiry of the notice period given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.
- 2. During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function or there is no suitable role available for you based on company requirement, the company reserves the right to terminate your employment in accordance with the bench policy. If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily abandoned your services. In such a case, your employment with Wipro will stand terminated. In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation

6. Retirement:

You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.

7. Confidentiality:

- 1. During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.
- 2. During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.
- 3. You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
- 4. You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.
- 5. You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
- 6. You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
- 7. You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.
- 8. You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes,

plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.

You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.

8. NONCOMPETE

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to information of key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation

9. Whilst employed by the company, you:

- 1. Will not engage in any external activities of a commercial nature
- 2. Will not engage in any activity of a non-commercial nature without prior written approval of the Company.
- 3. Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.
- 4. Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.
- 5. You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.
- 6. Will maintain best standards of personal health and should necessarily be medically fit to perform your duties

Other Provisions

- 1. **Language**. This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.
- 2. **Governing Law**. This appointment shall be governed by and interpreted in accordance with the laws of India.
- 3. You shall be governed by the "Service Agreement" as applicable to you

It is understood that your date of joining **Wipro Limited**, will not be later than**26 May**, **2021** failing which this offer will automatically stand revoked without any further notice.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.

Yours faithfully, For Wipro Limited.

Jouwer

Sandesh Kumar Associate Vice President – Talent Acquisition

I accept the terms of this letter.

Signature: E-Signature Signature

Date: E-Signature Date

Name: ANIKET BHATTACHARYA

ANNEXURE I

Name	ANIKET BHATTACHARYA
Designation	Associate
Date Of Joining	26 May, 2021
Level	AA
Basic	80000
House Rent Allowance	40000
Bonus	16800
WBP	39327
PF	14301
Gratuity	3848
ESI	5724
Target Cost To Company (per Annum)	200000

ANNEXURE II

CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealing with the suppliers, customers and all other organizations or individuals doing or seeking to do business with Wipro. Noted below are a few examples of 'conflict of interest':

- 1. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises securities in widely held corporations which are quoted and sold on open market or the interest is not material.
- 2. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become the contractor, supplier or customer, except with the knowledge and consent of top management.
- 3. For an employee to serve as an officer, director or in any other management capacity or as consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- 4. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- 5. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services, excessive entertainment and travel or gifts of more than nominal value from any individual or organization, doing or seeking to do business with the company.

I have read and understood the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform top management.

ANNEXURE III

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT 2000

I **ANIKET BHATTACHARYA**, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') for the following purposes:

- 1. Validating my Curriculum Vitae and retaining records on the same for any future reference/verification
- 2. Processing my job application including background verification checks and medical checks
- 3. Employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party. I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me.

Name: ANIKET BHATTACHARYA

Signature: E-Signature Signature

ANNEXURE IV

CONSENT FOR RANDOM OR REASONABLE SUSPICION DRUG TEST

I am aware that Wipro has a policy which stipulates that employees while at work cannot be under the influence of any narcotic drugs, psychotropic substances and/or alcohol so as to ensure a healthy work force. To ensure the adherence of this policy, Wipro might be required to collect specimen of employee's hair, urine, blood, or any other relevant bodily sample, as may be required (hereinafter the "Sample") and submit it for drug test screening (hereinafter "Test").

I hereby **ANIKET BHATTACHARYA**, consent to allow Wipro Limited (hereinafter "Wipro") to collect Sample from me for the Test.

In furtherance of the above stated:

- 1. I understand that the Test shall be conducted on random basis without any prejudice to anyone.
- 2. I authorize Wipro to share the Sample with Wipro's authorized vendor for the purpose of processing the Sample and making the result available to Wipro.
- 3. I understand that Wipro provides adequate security measures to safeguard the information resultant from the Test and all other personal data associated with it.
- 4. I understand that neither Wipro nor any authorized third party under clause (3) above shall retain the data collected in respect of the Test for period no longer than as required for statutory purposes and the data shall be suitably destroyed thereafter.
- 5. I understand that Wipro is entitled to initiate suitable actions against me including but not limited to disciplinary action based on the Test results.
- 6. I understand that Wipro may notify and publish the information resultant or ancillary to the Test if obliged under law to do so.

Name: ANIKET BHATTACHARYA

Signature: E-Signature Signature

Place: IN-Kolkata

Date: E-Signature Date

For more details please refer to the policies on myWipro > App Store > Information > My Policies > India



From Karunanidhi, Karthikeyan • krkar@amazon.com

Date 1 Apr 2021, 1:08 pm

to ^

Standard encryption (TLS).
 See security details

Dear Candidate,

Congratulations on being selected to work with Amazon India. We are pleased that you will shortly be working with us and we hope that you will have a long and fruitful career with Amazon.

You will be joining Amazon as **Seller Support Associate (Work from Home in Kolkata)** and your date of joining will be **12th Apr 2021.**

Your **gross salary** for the role will be 290000 INR per annum and the salary is decided based the experience level and it is non-negotiable.

Please reply to this email with your acceptance within end of tomorrow. Please drop a detailed note if you have any questions.

Mandatory Requirements:

• Shifts: The job involves working in a 24/7 environment including night shifts and the shifts are decided based on the business requirement.

• Weekly Off: Rotational two- consecutive day off (it is a 5-day working week with 2 consecutive days off).

• During the first four months (Training & Transition) no unplanned leaves are allowed.

• Home environment free from background noise where you can connect to the internet and work on your deliverables.

Should have a good internet connection with a

minimum speed of 20 MBPS or better and should have at least 100 GB data from a reliable provider.

• Should have access to mobile phone at all times from a reliable provider.

• Should have power back up in case of power shut down.

• Should be willing interact with Seller over calls / email / chat depending on the business need.

Should be based in Kolkata (only).

Please ensure that you are making arrangement for all the above mandatory requirements before your joining date. Your offer is subjected meeting all the above mandatory requirements.

Please note the following:

<u>You will receive an email to submit documents for background verification from india-bgc-</u>

support@amazon.com /

amazonindia.support@fadv.com and upon completing your documentation you shall receive your offer letter details from MyDocs-noreply@onbaseonline.com.

• <u>All the documents for background verification</u> <u>should be submitted within 48 hours from the time you</u> <u>receive the email. Any delay will impact the joining.</u>

 Pan card, & bank account is mandatory to join Amazon, so please ensure that you have these documents ready with you.

 To enable Amazon India to make EPF contributions, the Employees' Provident Fund Organization ('EPFO'), the statutory body established under Employees' Provident Funds and Miscellaneous Provisions Act, 1952, requires linking of the employee's Aadhaar details with their respective Universal Account Number ('UAN'). For this purpose and to meet the statutory requirement of linking your Aadhaar details with UAN, the Company will mandatorily collect a copy of your e-aadhar, which needs to be uploaded on the <web based online onboarding tool. Kindly make a note of this mandatory requirement and keep a copy of e-aadhar downloaded from UIDAI portal. E-Adhar should be submitted within 4 days prior to the joining date

• Your selection and employment with Amazon is subject to successful background verification clearance.

1952, requires linking of the employee's Aadhaar details with their respective Universal Account Number ('UAN'). For this purpose and to meet the statutory requirement of linking your Aadhaar details with UAN, the Company will mandatorily collect a copy of your e-aadhar, which needs to be uploaded on the <web based online onboarding tool. Kindly make a note of this mandatory requirement and keep a copy of e-aadhar downloaded from UIDAI portal. E-Adhar should be submitted within 4 days prior to the joining date

 Your selection and employment with Amazon is subject to successful background verification clearance.

Note: You will not be eligible for this role, if you are already an Amazon employee.

Below are few important points to note & acknowledge:

 IT equipment will be delivered to your current address to enable work from home option. Please ensure that you update the address correctly in the MACF form shared along with the offer letter documents.

 Please be informed that IT assets will be delivered through courier at the address provided by you. In event the said address is non-serviceable for any reason, you will be required to travel to your base office location/our nearest corporate office to collect the IT assets prior to your date of joining. In event you require any additional clarifications, please reach out to your respective Hiring Manager.

• You have to set up internet connection before your joining date with a speed range of 50-100 Mbps.

Look forward to having you on board.

Best Regards, Amazon Recruitment Team.





Corporate Office : 219/2, A.J.C. Bose Road, Kolkata-700 017 CIN : UBS196WB2005PTC106719

Employee's



EMPLOYMENT AGREEMENT

This Agreement is entered on this 18th day of September 2020 by and between:

Part One: Cordlife Sciences India Pvt. Ltd. with its registered offices at P. L. Deuty Road, Bishnupur, 24 Parganas South and its corporate head office at 219/2 A. J. C. Bose Road, Kolkata - 700017, hereinafter to be referred as the "Employer" or "The Company" (which expression unless repugnant to the context, shall include its successors and assigns)

AND

Part Two: Pramita Roy, D/O Rajat Roy, a permanent resident of 216 A, Kalikapur Road, Mukundapur, South 24 Parganas, West Bengal, 700099, AADHAAR ID No. 929360060350 and currently residing at same as above, hereinafter to be referred as the "Employee".

The Parts herein, collectively shall be referred to as "Parties" in the following Agreement.

WHEREAS, the parties hereto desire to enter into this Agreement to define and set forth the terms and conditions of the employment, **THEREFORE**, in consideration of the mutual covenants and agreements set forth below, it is hereby covenanted and agreed by the Employer and the Employee as follows:

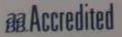
I. POSITION, JOB DESCRIPTION AND PLACE OF WORK

- A. The Employee will have to carry out but not limited to the job responsibilities as mentioned in the Job Description annexed with the supplement of this agreement.
- B. The Employee hereby, on successful acceptance of this Agreement and on this date, agrees to serve in such capacity of Cord Blood Bank Technician (Processing) at a CTC of 2,26,000/-(Two Lakh and Twenty-Six Thousand Only) in Grade D4. Component-wise break-up of the compensation is indicated in Annexure I of this Agreement. In the event of any change in the statutory contribution structure, as a result of any updated Government Notification, the same will be appropriately adjusted against the existing total CTC as mentioned herein with or without any prior intimation.

Company (Authorized Signatory)

Employee

Regd. Off. & Lab : P. L. Deuty Road, Bishnupur, 24 Parganas (5), West Bengal - 743 503 1800 121 6200 (Toll Free) | +91 98301 66200 (Hotline) | info@cordlifeindia.com | www.cordlifeindia.com









Page | 1



GOVERNMENT OF WEST BENGAL

Department of Food Processing Industries & Hortleulture Directorate of Hortlculture

Benfish Tower (4th Floor). GN - 31. Sector - V. Salt Lake City. Kolkata-200.091.

ORDER

Srì Anjan Ghosh, son of Late Birendra Nuth Ghosh, of Baruipur Chowdhury Bagan, Ward No. - 6, P.O & P.S - Baruipur, South 24 Paraganas, PIN - 700144, is hereby appointed to the post of Peon' on temporary, likely to be made permanent basis in the Scale of Pay Jevel - 1 of (17,000/- of West Bengal services (Revision of Pay and Allowances) Rules, 2019 corresponding to unrevised Pay Band-I of 7 4900/- - ₹ 16200/- with Grade Pay of ₹ 1700/- of West Bengal Services (Revision of Pay and Allowance) Rules, 2009 with other allowances as admissible under extant rules w.e.f. the date he joins in the establishment of Sub-Div. Horticulture Office, Kakdwip Sub-Division, South 24 Parganas, under the Directorate of Horticulture, Govt. of West Bengal.

The character and antecedents of Sri Anjan Ghosh have been verified by competent authorities. His physical fitness has also been examined by a competent medical board. He has been found fit to enter into government service.

11is date of birth is 27/03/1994. All concerned are being informed accordingly.

Sd.F

JAYANTA KUMAR AIKAT, DIR(ADMIN)(JKA)(DH), O/o DIRECTOR(DOH)

DIRECTOR

15/09/2020

Copy forwarded for information and necessary action to:

(1)The Principal Accountant General (A&E), Treasury Buildings, Kolkata-1.

(2) The Senior Deputy Accountant General (Audit), Treasury Buildings, Kolkata-1. (3) The P.S. to the Hon'ble MIC, Department of Food Processing Industries & Horticulture, Bentish

Tower (4th Floor), Sec -V, salt Lake, Kolkata-700 091. (4) The P.S. to the Principal Secretary to the Govt. of West Bengal, Department of Food Processing Industries & Horticulture, Benfish Tower (4th Floor), Sec –V, salt Lake, Kolkata-700 091

(5) The Director of Horticulture (Technical), Directorate of Horticulture, Govt. of W.B

(6)The Treasury Officer, Alipore – II Treasury, Alipur, South 24 Parganas

(7) The Deputy Director of Horticulture, District Horticulture Office, South 24 Parganas. (8) The Assistant Director of Horticulture, Sub-Div. Horticulture Office, Kakdwip Sub-Division, South

ن (G)Sri Anjan Ghosh, son of Late Birendra Nath Ghosh, Baruipur Chowdhury Bagan, Ward No. - 6, P.O

Scanned with CamScanne

FILO NO.DOH-11012/3/2019-SECTION(DOH)-DOH

PS - Barnipur, South 24 Parganas, PIN - 700144 with request to Join to the above mentioned post within 30 days from issue of this order falling which the order may stand encelled.

JAYANTA KUMAR AIKAT, DIR(ADMIN)(JKA)(DH), O/o DIRECTOR(DOII) DIRECTOR 15/09/2020

s (nur)

tata-71.

Session 2021-22

SANTANA SAMADDER

18/1, Kalikapur Anandamoyee Park Kolkata- 700 0099

All Types of Building Materials Supplier

Mobile : 90386376

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For BIDHAN SAMADDER

BILL



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Shope owner

SHREE SHYAM MEDICAL CHEMIST & DRUGGIST 6, B.B. CHATTERJEE ROAD KOLKATA -700042

Ko to ano

HDFC SALES

27 September, 2021

Mr. Arnab Naskar Gorkhara Malir Bagan, Rajpur Sonarpur (M), Sonarpur, South 24 Parangas, Kolkata West Bengal - 700150

Dear Mr. Naskar,

Sub: Your appointment as "Key Resource - Customer Relations".

Pursuant to your application and subsequent interview, we are pleased to appoint you in HDFC Sales Private Limited as "Key Resource - Customer Relations" in Grade "G1" with effect from 27 September, 2021 (Refer Annexure II for terms and conditions).

In lieu of the services rendered by you in terms of this Agreement, your salary will be as discussed i.e. **Rs. 179,340.00** per annum. (Refer Annexure I for Salary Break - up).

As a token of your acceptance of this offer you are requested to return the duly accepted and signed copies of the Appointment Letter along with Annexures.

Yours truly,

For HDFC Sales

Shilpi Singh

Authorized Signatory

HDFC Sales Pvt. Ltd. A group company of HDFC LTD. Wing A/4th Floor, HDFC HOUSE, H T Parekh Marg, 165, 166, BackBay Reclamation, Churchgate, Mumbai - 400020 Tel: +91 22 61552400. Fax: +91 22 61552440 Email : response@hfdcsales.com. Website : www.hdfcsales.com CIN: U65920MH2004PTC144182 IN WITNESS WHEREOF, this Agreement has been executed by the Parties hereto the day, month and year first hereinabove mentioned.

anutia Mr. Anurag Prasad

Mr. Anurag Prasad Designated Partner

landa

Ms. Pratobi Mandal Partner

Avictuli Housdal

Mr. Avishek Mondal Designated Partner

WITNESS:

Apurba Hardel 1) Apurba Houdal s/omr. H. Nibanan Chardna Houdal Apr: 58 Add: Rafpur, Koluatra - 700151 acc. Busimess.

Argha Ben Chowdhury 2) Argha Ben Chowdhury Aloke Sen Chowdhury S/o Mr. Age: 27 Add: Barniper, Kotkata - 700144 Dec: Business

Identified by me Skpando



On Identification by the Ld. Lawyer I.TI/SIGNATURE ATTESTED SALL SINHA ROY NOTARY, HOWRAP Rood No. 9/94 Cont of V4 3

2 4 JUN 2021

//14//



 Mr. Anurag Prasad Son of Nand Jee Prasad residing at 7, Netajl Subhash Road, Haora (MCORP), Howrah - 711101, West Bengal which expression shall, unless it be repugnant to the subject or intext thereof, include their legal heirs, successors, nominees and permitted assignees and emeinafter called the FIRST PARTY, and

Avishek Mondal Son of Apurba Mondal residing at 325, K.M. Roy Chowdhury Road, ragaddal, Jagaddal Road, Near Balak Sangha Club, South 24 Parganas- 700151, West Bengal inch expression shall, unless it be repugnant to the subject or context thereof, include their rogal heirs, successors, nominees and permitted assignees and hereinafter called the SECOND FARTY, and

Mis. Pratobi Mandal Daughter of Pranab Kumar Mandal residing at Village - Madarat, P-O-Madarat, P.S - Baruipur, Masterpara, South Twenty Four Parganas, Kolkatta 700144, MisstBengalwhich expression shall, unless it be repugnant to the subject or context thereof, Tude their legal heirs, successors, nominees and permitted assignees and hereinafter called THIRD PARTY AND

Anung Prasod

The LLP, may, in addition to the registered office address, declare any other address as its address for service of documents, under sub-section (2) of section 13. The consent of 3/4th majority of partners shall be required for such declaration.

2 4 JUN 2021

Avisher Houbal

Pratobi Mandal

The West Bengal State Tax on Professions, Trades, Callings and Employments Rules, 1979.

Form IIA

Certificate of Enrolment

[See rule 4 / 6A]

No. 192141834439

This is to certify that engaged in the profession/trade/calling known RESEARCHQUO EDUCATION LLP 2ND FLOOR, FL 202.7 NETAJI SUBHASH ROAD, LP 22/20.HOWRAH.711101.P.S.-GOLABAR located at

has been enrolled under the West Bengal State Tax on Professions, Trades, Callings and

Employments Act, 1979 (West Ben. Act VI of 1979).

The holder of this certificate shall pay tax under Serial No. 3(a) of the Schedule to the West Bengal State Tax on Professions, Trades, Callings and Employments Act, 1979 on or before the 31st July of every year in the manner prescribed in rule 15 of the West Bengal State Tax on Professions, Trades, Callings and Employments Rules, 1979.

Payment of Profession Tax against this Enrollment No. has been made for the

2021-2022 year

The Profession Tax for the year

2022-2023

is payable on or before

Date

01/10/2021

31st day of July,

2022

Name of the office:

Prescribed Authority

WB SOUTH UNIT-I, HOWRAH

Disclaimer : As this computer generated document reflects such information as provided by the applicant, it may not be accepted to be an evidence as proof of approval or document of like nature in any suit, prosecution or other legal proceeding(s) in any court of law or before any authority.

This is a computer generated certificate. No signature is required.

https://egov.wbcomtax.gov.in/PT_Enrollment/

08/10/2021 05:39:17



1/117B, Jodhpur Park, Kolkata – 700 068, Ph: 033-7966 9657 E-mail: <u>info@pravatisangbad.in</u> ,web: <u>pravatisangbad.in</u>

Τo,

Atreyo Mukherjee

Vivek Nagar, Kolkata

Ph: 8420863631

Aadhar No.- 5525 5966 5435

SUBJECT: Offer Letter for Journalist Intern – Pravati Sangbad

Dear Atreyo Mukherjee,

We are pleased to offer you an appointment in our organization as "Journalist Intern". Your place of work will be around your nearest Municipality area.

Your date of joining will be on 17.12.21

Tenure

 The tenure of the internship will be three months from the date of joining. After successful completion of the internship, we will provide you a Completion certificate of Internship and based on your performance you may get an offer as a Freelance Journalist.

Compensation

 Your stipend would be Rs. 2000/- per month during the tenure of Three months of internship period. You have to work for a whole month/minimum 25 working days (4points for every working day).

Employment at will

- 1. By accepting this offer you confirm that you have understood all nature of our media, your role in this company, reporting structure, work demands and are fully aware that with change in media demand, these may change over time.
- 2. You have assessed the work requirements and you are reasonably confident of your fitment to the role given your education and experience.
- 3. You are accepting this offer at will and abide by the terms, guarantees and code of conduct of this Media organization.

Page 1/2



1/117B, Jodhpur Park, Kolkata – 700 068, Ph: 033-7966 9657 E-mail: info@pravatisangbad.in ,web: pravatisangbad.in

Work timings

- 1. As of the part of the organization your deliverables would revolve around completion of tasks and normal working hours from 12 PM to 6 PM.
- 2. There would be defined work hours at office but your accountability would be towards task completion.
- 3. You have to complete at least Two/Three assignments per day.
- 4. You agree to meet expectation on maintaining discipline in work timings.

Separation

- 1. Given that this is employment at will, you will not be able to resign in this three month of internship period.
- In extreme judicious cases as recognized by the management reserves the rights to discontinue your services by giving 7 days' notice or by compensating thereof. In case of serious breach of conduct/or serious violation of given terms and condition of this letter, the company reserves the right for immediate termination without any benefit whatsoever.

We once again welcome you to Team of **Pravati Sangbad** and wish you a satisfying experience at **Pravati Sangbad**.

Warm Regards,

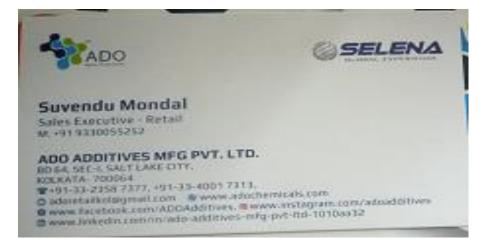
Editor (Susankar Deb) **Pravati Sangbad**

I hereby declare, I understand all terms and conditions of this Organization. I accept all Terms & Conditions of this organization.

Date: Press Card ID No (For Office Use Only). - KOL

Place: Valid upto (For Office Use Only):

Signature Page 2/2





APPOINTMENT LETTER

Dated - 27.12.2021

Kelka ta

ASX-0538

Dear Shreemoyee,

Assurese-consulant is pleased to appoint you as **jonser** Academic Research Associate and your grade is Executive for our organisation. We are quite excited about the potential that you bring to our company. You will directly report to the HR manager along with all your documents and be a member of our Assures e-consultant Team. Your joining date will be 27th December, 2023.

Job description: Academic Research Associate

You will be classified as an executive employee. Your mithal compensation package will be INR 1,44,000 per annum. Your primary responsibility as a Junior Academic Research Associate will be meeting task quality, job deadline and reworks in case you have failed meeting client's expectations. You would be entitled for 3000 words per day. You need to be available over call, email in during the office hours. In accepting our offer you certify your understanding that your employment will be on an at-will basis and that neither you nor any Company representative has entered into a contract regarding the terms or the duration of your employment. The first 6 months of your employment will be treated as probationary period, during which you will be evaluated on the basis of performance. During this period, the company reserves the right to terminate your employment with the company at any time, with fifteen days advance notice I likewise, the company will have the right to reassign you, to change your employment at any time, with fifteen days advance notice I likewise, the company will have the right to reassign you, to change your employment at any time, with or without cause or an advance notice (in case you violate each terms and gonditions).

We look forward to your joining in our campany and are confident that you will play a key role in our company's expansion intro international market. Please let us know if you have any question or if we can do anything to make your joining easier.

Sincerely,

Sound Iquator

Souvik Mukherjee Head Of Operation

HDB SERVICES

HDB Financial Services Limited 2nd Floor, Wilson House, Old Nagardas Road, Near Amboli Subway, Andheri East, Mumbai - 400069 Tel. : 022 - 7945 5000 Email : hdb.hrcompliance@hdbfs.com Web : www.hdbfs.com CIN - U65993GJ2007PLC051028

December 29, 2021

Ref:HDBFS/21-22/HRIC286634/Appt/M39801

Mr.Moinak Mazumdar, House No-10, Panchanantala,Noapara, Road,Rajpur,Sonarpur, Sonarpur Station, Kolkata-700150

Dear Mr.Moinak Mazumdar,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as RELATIONSHIP EXECUTIVE on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) Your duties and responsibilities will be explained to you on your joining the Company.
- b) Your initial place of posting will be at KOLKATA. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.
- c) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.
- d) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009.

Page 1 of 5



HDB FINANCIAL SERVICES

- e) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.
- f) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.
- g) This letter of appointment can be terminated by either party by giving One month's notice in writing. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof. The Company may, at its sole discretion, require you to proceed on leave during your notice period. Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.
- h) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.
- i) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.
- j) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.
- k) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.
- You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.

Ref:HDBFS/21-22/HRIC286634/Appt/M39801

Page 2 of 5



HDB FINANCIAL

- m) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.
- n) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.
- o) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.
- p) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.
- q) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights" (as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.
- r) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.
- s) You shall not, at any time during the course of your employment and any time after the termination of your employment with the Company, make any statement, representation, post commentary, content or image or communicate in writing, orally or otherwise or take any action directly or indirectly in public or private, in any manner or through any medium whatsoever including but not limited to newspaper, social media, e-mail, SMS, internet, blog, social networking websites etc., which may directly or indirectly, defame or disparage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.
- t) Your appointment will be subject to the organization receiving satisfactory references and Contact Point verification report.

Ref:HDBFS/21-22/HRIC286634/Appt/M39801

Page 3 of 5

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FINANCIA SERVICE

- u) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.
- v) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than January 13, 2022.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

- a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
- b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
- c) Duly signed duplicate copy of Appointment Letter
- d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)
- You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely, For HDB Financial Services Ltd.

Smily Mehra HBL Global - a division of HDB Financial Services Limited.

AGREED AND ACCEPTED

Moinak Maxundar

Mr.Moinak Mazumdar

Annexure A

HDB FINANCIAL	Compensation Breakup	
lame	MR.MOINAK MAZUMDAR	
Role	Relationship Executive	
Grade	G7	
ocation	Kolkata	
Annual Compensation Break up		HDBFS Monthl
Basic	1,01,256	8,438
HRA	40,500	3,375
Conveyance Allowance	20,244	1,687
Provident Fund (Employer's contribution)	14,580	1,215
Gross Salary (A)	1,76,580	14,715
ESIC (Employer's contribution)(B)	5,265	439
Gratulty (C)	4,870	406
Total Fixed Compensation (D=A+B+C)	1,86,715	15,560
	te:	
This Offer is subject to positive Contact Po CIBIL/SAS check. Your consent for candida consent for accessing your CIBIL report.		
Employee and Employer's contribution tow respectively		
You will be entitled to Performance Incenti	ve Plan as per Company Policy	
Gratuity is as per "The Payment of Gratuity		
You will be covered under Group Personal Organization	Accident Insurance as per policy of the	
Juil for	Ref:HDBFS/21-22/HRIC286634	l/Appt/M3980

I accept the terms and conditions as mentioned in the Appointment letter.

Moinek Maxim der

Mr.Moinak Mazumdar



JOB OFFER LETTER Date: 08th November, 2021 Dear Ms. Dipti Nandy

Congratulations II

We are pleased to confirm you, that you have been selected to work for our Organization, SAGHOMES SERVICES PVT, LTD. We are delighted to make you the following job offer.

The position we are offering is that of Sales Executive.

CTC

GROSS SALARY (P.M)	R5.15000/
14 DAYS PAID LEAVE	RS.6904/-
NET CTC	1,86,904/-

Your working hours will be from 10:00 am to 8:pm (Monday to Saturday)

Other Terms

Date of Joining 11" November, 2021

Please report at our office with all of the following documents-

- a) Resume with 2 copies of recent photograph (Color Passport size)
- b) Valid Photo ID (Voter ID/ Aadhar/Driving License)
- c) Previous Appointment & Resignation Letters.
- d) Academic Certificates (Matriculation, Higher Secondary, Graduation & Post Grad)

As per the norms of the company, subject to successful completion of the probation (6 months from DOJ) you will be given a job confirmation letter dictating and confirming the terms of omployment along with salary break up and other benefits (if applicable).

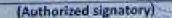
A notice period of 1 month is required to serve after the termination letter is received by the management.

Please sign and return a copy of this letter to the Office Administrator to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Sincerely,

SAGINOMES SERVICES PVT TTD



Laccept the offer as outlined above:

Name: DipH Naudy. Date: 8. 11 0001 LAKSHAY ENTERPRISES

Shap No. 4, Plot No. 104, Near - OBC Bank, VPO- Kherki Dauta,Gurugram (Hr.) 122004 Email : <u>hkshayenterprisesgurugram.icumail.com</u>

Date: 20-Dec-21

To

EMP NAME: Suralit Saha

EMP 10- KT1146

Contract of Employment

Dear, Surajit Saha

This is a contract of employment between Lakshay Enterprises and Surajit Saha, EMP ID-KT1145, Date of Joining: 20-Dec-21 This contract of employment will come in effect from 20-Dec-21 with the clauses as mentioned below.

- 1 Your employment with Lakshay Enterprises would commence on 20-Dec-21
- 2 You will be paid salary as per the details mentioned in Annexute A. However, your actual salary would depend upon the actual no. of days of physical attendance.
- 3 You shall be working according to the Company guidelines as an employee of Eakshay Enterprises Your employment tenure will be until our Agreement with the client is active. However, if the project ends prematurely due to some unavoidable circumstances, you will be paid your salary according to actual working days.
- 4 Presently you are posted at our client site at Threpsi Solutions Pvt. Ltd. (670 paschim Chowbhaga, Taj Leather Complex, Uttar Panchannagram).Your services are liable to be transferred without any additional benefit or facilities from one establishment of our client to another client.
- Your working days will vary from week to week. You will be notified of the same through posting of schedules.
- 6. You may be required to work on any of the shifts on rotation or need basis & you may have to even work overhime as per company's requirements. Over Time amount will be paid as per norms and/or in accordance with the existing laws.
- 7 Both the parties have the right to terminate the contract by giving the other party a prior notice of seven days or an amount equal to wages for the said notice period. In the event of the employee terminating the contract without serving the said notice period the management has the right to withhold an amount equal to the wages for the unserved period of notice from the money due to the employee, if any as part of full and final settlement.

NAMASTE

CREDIT

- REVENUE SHARE 3.1
 - 3.1 For each Customer introduced by you, the Company shall make the payment to you in accordance with this Clause 3 and subject to such terms as mentioned here, only in the event: (a) if such Customer awards a contract to or engages with the Company; and (b) upon receipt of revenue/ commission by the Company from the lender who shall disburse the loan to the Customer (such lender being "Company Client").
 - 3.2 It is hereby clarified that payments to you shall be made only on secent basis. The Company will have a lead time of 15 (fifteen) days from the date of receipt of payment from the Company Client, and the Company shall thereafter remit the payment due to you.
 - 3.3 You shall not be entitled to any payments as part of this Agreement. (a) If the introduction of the Customer does not fractify in any awarding of contract to or engagement with the Company, whether or not pursuant to preparation or submission of the Proposal by now to the Customer; and/ or
 - (b) in case the Company Client defaults or fails to make any payment/ remittance of commission to the Company, notwithstanding any awarding of contract by the Customer to be engagement with the Company.
 - 3.4 You will be provided with manbursement of expenses on monthly basis with a consolidated amount to mover fuel, commute, telephone, data, food and other miscellaneous expenses only on pre-approved basis by the Company.
 - 3.5 In the overst the Company realizes a revenue equivalent to or exceeding INR 16,000'- per month pursuant to the Customer brought in by you awarding a contract to or engaging with the Company, you shall be entitled to a payment of INR 8,000% per month, subject to provision of above mentioned clauses.
 - 3.6 You may be paid a percentage of the Company Revenue (60%), in the event the Company realizes 2X of the Company Revenue mentioned in Clause 3.5. It is clarified that the Percentage Share will be paid to you only in the event the Company realizes 2X of the Company Revenue.
- CONFIDENTIALITY: The Parties acknowledge that the existence and the terms of this Agreement and any oral or written information exchanged between the 24.00 Parties (the Party in receipt of the information being "Receiving Party" and the isther Party being the "Disclosing Party") in connection with the preparation and performance of this Agreement are regarded as confidential information. The Receiving Party shall maintain confidentiality of all such confidential information, and without obtaining the written consent of the Disclosing Party.

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NAMASTE

ForOpendoors Fintech Private Limited	Name of the candidate
tejal	Ashalata Bena
Witnesses	Witnessess
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	SUS
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NY Y	

QUESS

Date : 21-Oct-2021

Name : JOYEETA GHOSH Address : VIVEKANANDA ROAD, RAIPUR SONARPUR (M), RAIPUR, SOUTH 24 PARGANAS, WEST BENGAL 700149

Employee Code : A5531024

Dear Sir / Madam,

We are pleased to appoint you in our organization as JUNIOR RELATIONSHIP OFFICER (Grade – E1) in the RETAIL ASSETS MORTGAGE HOME LOAN BRANCH department on the following terms and conditions:

1. Commencement / Term:

You are required to join our organization on or before 29-Oct-21. Your place of work shall presently be at ELECTRONIC COMPLEX, SALT LAKE.

You will be on orientation period of 6 (Six) months and up on satisfactory performance your confirmation will be due. However the company reserves the rights to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules of completion of various project assignments mutually agreed by our company, with our esteemed client Axis Bank. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed as may be mutually agreed and reviewed on case to case basis by your Reporting authority.

2. Remuneration :

Your remuneration would be set as follows :

Compensation	Monthly (Rs)	Annual (Rs)
Basic	5094	61128
HRA	2547	30564
Bonus	1750	21000
Special Allowance	1423	17076
Mobile Allowance	500	6003
Employer Provident Fund	1052	12624
Employer ESIC	368	4416
Gratuity	245	2940
CTC	12979	155748

Salary and grade offered to you as above is based on the representation made by you during your interactions with the Company officials and / or documents submitted by you. In case of any discrepancy, company reserves the right to alter / modify / withdraw the offer made to you.

TH= 42 Nome Madhab Kumar Jha Company Palne Service itd Floor/Apartment No: 42/43 Sign. of Issuing Date 18/1/22 Authority

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Accountant	Cashier A	Proprietor



ANANTA MONDAL ASSOCIATES LLP

186, Kalitala Road, Ground Floor, Kolkata - 700 099 Phone : 033 40086213, Mobile : 9830448275 E-mail : ananta_architect@yahoo.co.in

JISHU DAS

Office Staff

I.D. No.: 202002 Contact No.: 6290613159 D.O.B.: 25.12.1997 Blood Group:



Designated Partner

ULTRA TECH SOLU Manufacturer & Exporter (CCTV, Fire, Burglor Alarm and Biometric System (A UNIT OF MSME 9001 : 2015 Certified Date 25/01/2022 111-25/01/2022 Andrew million of 1 Agreement copy between Andrew Nishan't Biswas and ULTRA TECH SOLUTION Mr. Andrew Nishant Biswas resident of 2/25, Sree Colony, Kolkata 700092 is appointed a-Trainee Back Office Staff under probation period of six months. 2. In this period the candidate will go under on job training in office premises only 3. In the training period the ULTRA TECH SOLUTION will provide the stipend of Rs 7000 (Seven Thousand only) per month. If the candidate is outside of Kolkata he will be provided the free lodging, fooding and the mobile bills as per actual at the minimal cost. During this six month probation period if the candidate wants to leave the organization then he or she has to return one month stipend. If the candidate denied making payment before leaving the organization then company has every right to take the legal action against the candidate whatever is applicable as per law. The candidate should not leak any official documents to any other company. Otherwise ULTRA TECH SOLUTION will take the legal action against him or her The ULTRA TECH SOLUTION has every right to terminate the candidate any time with one day notice period if it is found that the candidate is not been able to learn after training. After six months probation period the candidate remuneration will be fixed as per the company rules depending on the performance of the candidate during the training period. During training period if any candidate wants to leave for his personal reason except the medical ground then he has to take permission from the company with proper written application before at least 30 days. If any candidate takes leave for any medical emergency then he or she has to show medical certificate before re-joining the company. As per our rules there will be no work no pay for the candidate in this training period. But all Sunday will be holiday. But he or she has to work for at least 20 working days to avail the benefit of sunday salary without work. But in case of any emergency work or training the candidate should be prepare to come on Sunday. 0. Any candidate absent in Saturday and consecutive Monday will not be entitled with the Sunday Thanking Kee (Authorized Si OF ULTRA TECH SOLUTION) I Andrew Nishant Biswas accepting all the terms and condition stated above of this letter. Signature of Anobrew Nishelf Biswa 25/01/2022 Office 2/4/42 Attonnes Lan Kallinto ----



/91, Bijoygarh (Pallysree More) Kolkat-32

Date 17/0/2022

To the Porreipal.

Ref. No. :....

JEWELLERY TO TORFO. ONTY -TAMA CHAKRABORTY CO- MALAY CHARRABORTY Address- 2)184, bytotman orm-92 M.NO.7535828332 and some and there proverio contante astà asold =

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Tutopia Private Limited

CIN U80301WB2020PTC240220 GSTIN 19AAICT1384K1ZU 113/A, Matheswartala Road, LP - 8/12/4 Kolkata - 700046, West Bengal www.tutopia.in



Dated - 1/3/2022

To, Ms Ankita Banerjee, Panchpota, Aryanagar, South 24 Parganas, kolkata-700152Panchpota, Aryanagar, South 24 Parganas kolkata-700152

TRAINEE OFFER LETTER

Dear, Ankita Banerjee0

We are delighted to extend this offer for the position of "**Business Development Trainee**" with Tutopia Pvt. Ltd.

If you accept this offer, your training start date will be, **Tuesday 1/11/2022.**

Terms & Conditions.

- 1. You will be paid a monthly **Stipend** of **INR 10,000/- (Rupees Ten Thousand only)** once you successfully complete and get selected after your **Fifteen (15) days** of initial training for which you will be paid **INR 1500/- (Rupees Fifteen Hundred only)** as **travelling expense**.
- 2. Once you successfully complete and get selected after fifteen (15) days of initial training, your training with the Company will be for a specific period of **Six (6) months**. On successful completion of your Six (6) months training, the Company may absorb you depending upon your performance during the training period or your training period may be extended. During this Six (6) months training period, the Company reserves the right to discontinue your training by giving 7 days' notice without assigning any reason thereof.
- 3. You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy laws. The Company's personnel policies and procedures, may change from time to time.
- 4. During your enrollment at this Company, you will not engage in any other employment, consulting or other business activity (full-time or part-time) that would create a conflict of interest with the Company. By accepting this offer, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.



Tutopia Private Limited

CIN U80301WB2020PTC240220 GSTIN 19AAICT1384K1ZU 113/A, Matheswartala Road, LP - 8/12/4 Kolkata - 700046, West Bengal www.tutopia.in



- 5. The Company reserves the right to terminate your enrollment with the Company for just cause at any time without notice and without payment in lieu of notice. The Company will be entitled to terminate your enrollment for any reason other than for just cause, upon providing to you such minimum notice as mentioned in this Letter.
- On the day of joining please report to Tutopia Pvt Ltd, 113A Matheswartala Road, Near ILead Campus, Kolkata - 700046 at 10:30 am with a copy of your Offer Letter. Once you get selected after your fifteen days of initial training you need to provide the below stated document during your onboarding.
 - a) Resume/CV
 - b) Certificate of Class 10+2-Mandatory
 - c) Certificate or Mark Sheet of Graduation/Masters/Diploma/Degree from any certification or training course (Any 1 document if applicable)
 - d) Aadhar Card (both original & photocopy)-Mandatory
 - e) PAN Card (both original and photocopy) -Mandatory
 - f) 2 Passport size photographs
 - g) Bank details for Stipend disbursal Mandatory

The above enrollment is subject to satisfactory background and reference verification checks conducted through authorized representatives.

Thanking You,

For, Tutopia Pvt. Ltd.,

Subrata Roy (Director)



Certificate of Selection

Snehasish Sil

from Vijaygarh Jyotish Ray College has successfully secured Content Writing internship at Listiee through Internshala.

Sarvesh Agrawal Founder & CEO, Internshala

Date of certification: November 28, 2021

Certificate Number: 7655E5BC-D420-9190-F5BD-9F9D06AAA799 For certificate authentication please visit https://internshala.com/verify_certificate



Naandi Foundation, 502, Trendset Towers Road No. 2, Banjara Hills, Hyderabad-500034 Telangana, India 🗘 +91 40 2355 6491/92 &+9140 23556537 ₪ Info@naandi.org www.naandi.org



TERMS OF REFERENCE

28 October 2021

Mr Soumyadeb Mondal Congrour (Near 5 Star Club) Scharper, Keikata 700 150

Assignment:

R. sponsible for Tele-calling role in Mahindra Pride Classrooms Project in Kolkata for Bihar, up to 31 March 2022 from the date of joining

Liaison:

Project Head / State Head from Naandi will be the liaison point for all matters partaining to the database of Students.

Scone of Work:

- · Contacting the project stakeholders and collecting required information on behalf of all the three projects.
- · Work will include follow up calls and recording of student's employment
- status across the project locations and to be shared with the Project Head / State Head on a daily basis through office pen drive and not through the personal emails.
- Office computer or laptops are to be used for data entry.
- Integrity and security of the data should be maintained.
- Unauthorized use of data is strictly forbidden.

Outputs and Deliverable will include:

- insuring zero en or in the student's data. Ensuring 100% accuracy.
- 100 calls to be made on a daily basis. Out-off 100 calls, 80-85 calls should have a response.

Work location: Kolkata

Payment terms: Admin Executive will maintain the attendance of the Telecallers based on which the remuneration of Rs 400/- per day will be made on completion of the assigned task for each month and on the number of days worked (excluding Sundays and holidays).

For Naandi Foundation

Debnath Boral State Head - West Bengal & NE

Mondal 30, [0.202] Sunyadeb Soumyadeb Mondal



August 31, 2021

Provisional Offer Letter

Dear Shrestha Ganguly,

This is with reference to your application and subsequent interviews at Indian Political Action Committee. We are pleased to offer you the role of Core Team Member for West Bengal project.

Designation: Junior Executive

Your base location will be Kolkata. Depute location will be as per project requirement.

You will be on boarded for our project-based employment program for the West Bengal project. Please note that this a fixed-term position for a period of 11 months from the date of commencement of your employment, subject to further renewal by the organization.

This offer is subject to you clearing a background verification check which will be completed in 30 days from your date of joining.

We are excited to have you on board! We hope that with your prior educational & professional qualifications and your passion, you will be able to do justice to the offered role.



Compensa	tion Structure		
Name	Shrestha Ganguly		
Designation	Junior Executive		
Component	Monthly Amount (Rs.)	Annual Amount (Rs.)	
Basic	4967	59604	
House Rent Allowance	2484	29808	
Conveyance Allowance	500	6000	
Food Allowance	500	6000	
Medical Reimbursement	700	8400	
Special Allowance	900	10800	
Net Salary	10051	120612	
Benefits			
Accidental Insurance	16	192	
ESIC (Employee Contribution)	93	1116	
ESIC (Employer Contribution)	404	4848	
Retirement Benefits Provident Fund (Employee Contribution) Provident Fund (Employer Contribution)	596 596	7152 7152	
Perquisites			
Telephone Allowance	422	5064	
Gross Salary	12178	146136	
Gratuity	239	2868	
Fixed Component	12417	149004	
Variable Component* (as per below appraisal rating)	% of Annual Fixed Component	Annual Amount (Rs.)	
A (Succeedingly Exceeds Expectations)	30	44701	
B (Exceeds Expectations)	15	22351	
C (Meets Expectations)	0	0	
D (Below Expectations)	0	0	
Variable Component* (up to a maximum)	44701		
*Variable component is subjective to the performance rating of			
CTC (Fixed Component + Variable Component*)	193705		

Regards,

A mila-

Human Resources Indian PAC Consulting Private Limited



BD-15, Near BD Market Bus Stop, Salt Lake, Sector 1, Kolkata 700064

€ +91 76050 29900
 ⊠ info@ingressoverseas.com

SAPTADWEEPA MUKHERJI,

29/6 Lake East, 6th Road, Santoshpur, Kolkata- 700075

Re: Appointment Letter

Dear Madam/Sir.

With reference to your application and subsequent interviews we are pleased to appoint you as "Student Counselor" in our organization w.e.f. 27/08/2021 on the following terms and conditions:-

 You will be on training for a period of Six months. Your training period may be extended at the absolute discretion of the management. During the period of training your emoluments will be as per the details given below:-

Total	14000
Conveyance	2000
House Rent Allowance	2500
Basic	9500

Other statutory payments as applicable i.e. Bonus, Gratuity, Rewards etc, will be as per the rules existing from time to time.

- 2) During the period of training, your services are liable to termination at any time without notice or assigning any reason thereof. However in the event of your desiring to leave the organization during the training period, you will have to give at least one month notice or surrender pay in lieu thereof.
- 3) After the successful completion of training period, it will be sole discretion of the management either to extend the training period or confirm your services in writing
- 4) After confirmation, in the event of your desiring to leave the company or the company wanting to dispense with your services either side will have to give one month notice or salary in lieu of.
- 5) Your place of posting will be Ingress Overseas, Kolkata office.
- 6) Your duty hours will be fixed from 10A.M. to 6P.M. In between you will get 1hour Lunch break. You will not refuse to do any work or job which may be entrusted to you from time to time and always follow the instructions of your superiors in the rightful manner.
- 7) During the employment with us, you will not either directly or indirectly engage yourself privately either full time or part time, elsewhere in any job, profession, association or business of any nature. In the event of your doing so, you will be liable for removal from services without any relief thereof or any notice.
- 8) You will not divulge the secrets of the company business affairs or trade matters to any person detrimental to the interests of the company. In the event of your doing so, you will be liable for termination as well as prosecution for the loss suffered by the organization.



BD-15, Near BD Market Bus Stop, Salt Lake, Sector 1, Kolkata 700064

♦ +91 76050 29900⋈ info@ingressoverseas.com

- 9) Your appointment /confirmation/ continuation shall further be subject to your being medically fit and in case the result of your examination at any time during your employment shows that you are unfit for further services, your services are liable for termination without any notice or relief thereof.
- 10) In the event of your continuous illness for a period of six months or more your services are liable for termination without any further notice or relief thereof.
- 11) In the case you remain absent from duties for seven or more continuous days/or remain on leave without pay or without any proper authorization then it shall be presumed that you have left the services of the company without notice and in such an event you will lose your lien on the job/service and your accounts will be settled immediately.
- 12) In case you are found to be involved in any misconduct, then you shall be subject to disciplinary action as the law and standing orders applicable to you. During the disciplinary proceedings you will not be entitled to any salary or allowances till the proceeding are concluded.
- 13) The appointment is further subject to the verification of your credentials, testimonials and other particular furnished by you in your application seeking the present appointment. In case, any fact, particulars or representation, made by you is found to be wrong or concealed, your appointment shall be deemed to be automatically cancelled irrespective of whether you have joined your duties upon your selection. In such a contingency, you shall be liable to be discharged forthwith.
- 14) In case of change in your residential address for any reason or any change in other particulars, you shall intimate the same to the management immediately. Any concealment shall be seriously viewed. Further all communications sent to you at the address last furnished by you shall be deemed to have been served to you.
- 15) All communications including any disciplinary proceedings, charge-sheet, notices, orders, etc. shall be made in English.
- 16) In the absence of any satisfactory documentary evidence as proof of your date of birth, the age recorded in your application, at the time of your appointment shall be considered to be the correct age. The date so recorded shall be the sole evidence of your age in relation to all matters pertaining to your service including fixation of your date of retirement and you shall not be permitted to question the same at any time in future.

If you are agreeable to the aforesaid terms and conditions, please return the duplicate copy of the appointment letter with your signature thereon, confirming your acceptance thereof.

We have great pleasure to have you in our organization and we sincerely hope that our association shall be mutually beneficial.



The above mentioned terms and conditions have been read and explained to me and I have accepted the same. I have received the original copy of this letter

Saptaduceyon Maphijee

SAPTADWEEPA MUKHERJI



GOVERNMENT OF WEST BENGAL OFFICE OF THE COMMISSIONERATE OF POLICE PAY SLIP

Name:	SI(UB) SOMNATH MONDAL
Department:	Home and Hill Affairs
PRAN / GPF A/C No.	:
PAN No.:	FQMPM2777K
TAN No.:	CALO03558C
Employee No.:	2021004019
Designation:	Sub Inspector of Police (UB)
Cadre:	Others
Scale or level:	10
Group:	В

Bill No.: Bill Date:	1204 27/12/2021	
Token No / Date:	5429	/ 29/12/2021
T.V. No / Date:	2055/76	/ 29/12/2021
Gross Bill Amt .:	14759315	
Net Bill Amt.:	11638287	
Pay Head:	68-2055-00-109	-011-01-V
Establishment:	SI AND OPERA	TOR
DDO Code:	(NPGHMP007)	

December , Year 2021

	Earnings (Rs.)			Deductions (Rs.)			Recov	veries of Loan (F	Rs.)		Out of Acco	unt Deduction
ltem	Amount	Cumulative	Item	Amount	Cumulative	Item	Inst. No.	Amount	Cumulative	Balance	Item	Amount
BP	32100	133577	GISI87	12	60							
DA	963	4007	GISS87	28	56							
RtnA	1500	6242	PT	150	600							
GRAND TOTAL	34563	143826		190	716							
Net Pay	Net Pay 34373 Net Pay Rupees in Words : Thirty Four Thousand Three Hundred Seventy Three only											

DY. COM.POLICE(HQ), BDN COMM.

BP:Basic/ Band/ Deputation Pay * DA:Dearness Allowance * GISI87:State GIS Insurance 1987 * GISS87:State GIS Savings 1987 * MA:Medical Allowance * PT:Professional tax * RtnA:Ration Allowance

* System generated report and does not require signature.



Software Services Pvt. Ltd. ISO 9001:2015 Certified

An ISO 9001: 2008 Certified company



MONIDIPA HORE Call Center Executive Employee Code : EMPH47 Blood Group : B+ Emergency contact : 9874348521

1/425 Gariahat Road, 6th Floor JodhpurPark, Kolkata : 700 068 (033) 2472-2398 / (033) 2414-8158 www.albatrossoft.com



THE KOLKATA MUNICIPAL CORPORATION

5, Surendranath Banerjee Road, Kolkata - 700013

Ref. Application No: 1405/NULM/751/2021

From, The City Project Officer (DAY-NULM) The Kolkata Municipal Corporation, 5, S.N. Banerjee Road, 4th Floor, Kolkata – 700013

To Subha Mandal S/o Gopal Mandal 21B, Panchanantala Road, Kolkata - 700029

Sir,

We regretfully inform to you that on account of the Pandemic Covid situation and lockdown, prevailing in West Bengal, your stipulated joining date has been changed and the new Schedule is as follows :-

Name of the Post	:	COMMUNITY ORGANISER
Consolidated Remuneration	2	₹ 25,500/- per Month
Date of Meeting	:	01.03.2022
Time of Meeting		11.00 A.M.
Place of Meeting	1	City Project Department
		(Day - NULM)
		The Kolkata Municipal Corporation
1		4th Floor, Kolkata - 700013

The original of all documents submitted with your application, original Bank Passbook and original Identity Card (issued by Department) must be carried at the venue of meeting.

Wearing of mask and maintaining Covid protocol is mandatory at the meeting.

Date: 14.01.2022

City Project Officer (Day - NULM) The Kolkata Municipal Corporation

10:34 AM 🎯 🗛 🕥 📼 🕓 \cdots	88 ⁴⁰ atil 88 atil 880
Profile	
ZENITH SIK Associate Emp ID : 20018	9
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November 1, 2021

Anusri Mandal 15/1E, Ram Mohan Dutta Road Kolkata – 700 020

Dear Anusri

Appointment as Trainee Reporter for AMRITOBAZAR

Further to our interview and probation you underwent, we are pleased to appoint you as our Trainee reporter.

From time to time you may also be assigned to work on news and feature stories editing as well.

You will be paid a stipend of of Rs. 1000/- per month and Rs. 500/- as travel allowance. Your total pay will be Rs. 1500/- per month.

Your date of joining was November 01, 2021 and you will be on further probation for 3 months from the date of joining. Based on your performance, the company may revise your stipend and confirm your appointment.

During the time of working with us, you will strictly follow all the guidelines of our company and will not pass on any information to other media houses. If you want to quit this company then you must give us 7 days notice, failing which necessary action will be taken.

The work timings will be fixed by your immediate superior and you will get weekly off which will be decided from time to time.

We welcome you on board and look forward to a long and fruitful working relationship.

Regards, For AMRITOBAZAR

Saibal Goswami Executive Director

MEDIAmind PUBLICATIONS PVT. LTD.

5/33, Mordecai Lane ,Kolkata – 700074, PHONE - 033 3553 0281 / 07439707384 E-mail : contact@mediamindpublications.com | CIN : U74999WB2020PTC241739 : Important E-mail IDs :

Editor Desk : editor @ amritobazar.com. News Room : news@ amritobazar.com CEO : ceo@ amritobazar.com, Sales & Marketing : marketing@ amritobazar.com



ZENITH Super Specialist Hospital

A Unit of Jyotishman Multi Disciplinary Hospital Pvt.Ltd.

9/3 Feeder Road, Belghoria, Rathtala, Kolkata-700 056 Phone No. (033) 2544 4390, 4391, 4640, 98308 87974 Fax No.(033) 2544 4392 E-Mail: zenithsshospital@gmail.com Website: http://www.zsshospital.in An ISO 9001:2015, ISO 14001:2015 Certified Hospital

Date: 13.06.2021

To

Ipsita Dey 12B, Monohar Pukur Road, Dist-Kolkata, Kolkata-700026

Subject: Appointment for post of "Jr. Microbiologist"

Dear Ipsita Dey,

We are pleased to offer you, the position of Jr. Microbiologist with "ZENITH SUPER SPECIALIST HOSPITAL" on the following terms and conditions:

- 1. Your employment will be effective, as of 13.06.2021.
- Your job title will be of "Jr. Microbiologist" and you will report to Dr. Kumarjyoti Ghosh (Consultant Microbiologist)
- 3. Duties and responsibilities of Jr. Microbiologist
- Identifying fungal, plastic, viral and bacterial infections.
- Testing the strength and virulence of microbes.
- Using a variety of biological and molecular methods to determine organisms that cause infection.
- Collaborating and liaising with healthcare professionals and industrial or clinical colleagues.
- · Recording, analyzing and interpreting data.
- · Writing research papers, repots and reviews.
- Undertaking work aimed at helping to prevent the spread of infections within hospitals.
- · Managing laboratories under the guidance of Sr. Microbiologist.

4. Salary

Remuneration shall be as agreed mutually.

5. Hours of Work

The normal working days are 6 days in a week. You are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

- a. Weekly one leave.
- b. Total 20 days off a year including EL & CL and it will not to be carried forward.
- c. Any leave above the mentioned 20 days shall attribute to deduction of salary equivalent to the no of leaves (extra) taken.

7. Late Coming Policy

 a. Grace time of 10 minutes is permitted. One day salary shall be deducted in case of late arrival on 3 days.

8. Disciplinary Policy

- a. Employees to reach office on time.
- b. Work Station to be kept clean and tidy.

9. Contact Information

- a. Employee shall keep the hospital authorities (HR) informed about your contact information.
- b. In case of change of address/ contact number, the same must be intimated to the HR within 24 hours.

10. Termination

At any time the Employer may by notice in writing summarily terminate the services of the Employee under this agreement if the employee:

- i. Breaches the confidentiality of any client/ customer/ patient, employee or the employer.
- ii. Destroy hospital property
- iii. Attends for work under the influence of drugs and/ or alcohol.
- iv. Miss behaves with client/ customer/ patient.

11. Confidential Information

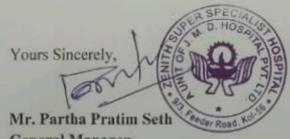
For the purposes of this clause 'Confidential Information means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment.

12. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

13. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We welcome you, and look forward to receiving your acceptance and to working with you.



General Manager, Zenith Super Specialist Hospital



Cognizant

Ref No: 16381177 19-Oct-2021



Asmita Basak

Dear Asmita,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Trainee - Junior Data Analyst with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Kolkata.

Your annual total compensation will be INR 180,003. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 0 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before 22-Oct-2021.

Please note:

· This offer is subject to satisfactory professional reference checks

This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing

 Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Shibu Balakrishnan Sr.Director-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Rl'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoralpakkam, Chennai - 600 097

Cognizant

Compensation and Benefits

M	Name: Asmita Basak Design	ation: Trainee - Junior Analyst	r Data
SI. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1114.285714	13,371
4	Advance Statutory Bonus***	2000	
5	Special Allowance*	2412	
6	Company's Contribution of ESI @ 3.25% of Monthly Gro minus statutory exclusions	OSS 374	
	Annual Gross Compensation		180,003
_	Annual Total Compensation		180 003



Registered & Corporate Office : Orion House, 28, Chinar Park, 1st Floor, Rajarhat Road, Kolkata-700 157, Ph.: +91 33 40051635, E-mail : info@orionedutech.com

To,

Ankita Kar, 16A Naba Pally, South Roy Nagar, Bansdroni, Natun Bazar, Kolkata, 700070

Date: 28.10.2021

Dear Ankita Kar,

Congratulations your Induction Score is85..... out of 100 !!

We have pleasure in offering you an appointment as "Academic Counsellor-Study Abroad" in Orion Edutech Pvt Ltd.

The terms and conditions of your appointment are as follows: -

1. APPOINTMENTS AND INITIAL POSTING: -

- 1.1 You are expected to attend the office except when travelling on business during the working hours /shifts as may be decided by Company. You are expected to attend office for a 9 hour shift every day (Monday to Saturday) and your shift timing would be 9:30 a.m. to 6:30 p.m
- 1.2 Beyond the scheduled time, thereafter you will be marked late & if you are late for 3 days (in a monthly pay cycle), you will be considered having taken 1 day leave.
- 2. **PROBATION AND CONFIRMATION:**-You shall initially be on probation for a period of six months from the date of joining the Company. On completion of the probation period, the Company shall confirm (As per performance) your employment.



APPOINTMENT LETTER

15 February, 2022

Dear MOUBANI SENGUPTA,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

- 1. Your initial place of work will be at **IN-WB-Kolkata**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
- 2. You will be expected to attend office except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

- 1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 112000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
- 2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
- 3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
- 4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

4. Leaves:

You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

5. Term:

Employment period shall commence on **16 February**, **2022** and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable by one month's notice by either party or one month's salary in lieu thereof:

- You will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by two months' notice by either party or two months' salary in lieu thereof. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, the Company may, at its discretion relieve you from such date as it may Deem fit even prior to the expiry of the notice period given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.
- 2. During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function or there is no suitable role available for you based on company requirement, the company reserves the right to terminate your employment in accordance with the bench policy. If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily abandoned your services. In such a case, your employment with Wipro will stand terminated. In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation

6. Retirement:

You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.

7. Confidentiality:

- 1. During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.
- 2. During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.
- 3. You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
- 4. You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.
- 5. You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
- 6. You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
- 7. You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.
- 8. You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes,

plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.

You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.

8. NONCOMPETE

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to information of key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation

9. Whilst employed by the company, you:

- 1. Will not engage in any external activities of a commercial nature
- 2. Will not engage in any activity of a non-commercial nature without prior written approval of the Company.
- 3. Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.
- 4. Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.
- 5. You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.
- 6. Will maintain best standards of personal health and should necessarily be medically fit to perform your duties

Other Provisions

- 1. **Language**. This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.
- 2. **Governing Law**. This appointment shall be governed by and interpreted in accordance with the laws of India.
- 3. You shall be governed by the "Service Agreement" as applicable to you

It is understood that your date of joining **Wipro Limited**, will not be later than**16 February, 2022** failing which this offer will automatically stand revoked without any further notice. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.

Yours faithfully, For Wipro Limited.

Sandesh Kumar General Manager - Talent Acquisiti on

I accept the terms of this letter.

Signature: E-Signature Signature

Date: E-Signature Date

Name: MOUBANI SENGUPTA

ANNEXURE I

Name	MOUBANI SENGUPTA
Designation	Associate
Date Of Joining	16 February, 2022
Level	AA
Basic	112000
House Rent Allowance	56000
Bonus	22400
WBP	63190
PF	21023
Gratuity	5387
Target Cost To Company (per Annum)	280000

ANNEXURE II

CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealing with the suppliers, customers and all other organizations or individuals doing or seeking to do business with Wipro. Noted below are a few examples of 'conflict of interest':

- 1. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises securities in widely held corporations which are quoted and sold on open market or the interest is not material.
- 2. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become the contractor, supplier or customer, except with the knowledge and consent of top management.
- 3. For an employee to serve as an officer, director or in any other management capacity or as consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- 4. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- 5. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services, excessive entertainment and travel or gifts of more than nominal value from any individual or organization, doing or seeking to do business with the company.

I have read and understood the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform top management.

ANNEXURE III

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT 2000

I **MOUBANI SENGUPTA**, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') for the following purposes:

- 1. Validating my Curriculum Vitae and retaining records on the same for any future reference/verification
- 2. Processing my job application including background verification checks and medical checks
- 3. Employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party. I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me.

Name: MOUBANI SENGUPTA

Signature: E-Signature Signature

ANNEXURE IV

CONSENT FOR RANDOM OR REASONABLE SUSPICION DRUG TEST

I am aware that Wipro has a policy which stipulates that employees while at work cannot be under the influence of any narcotic drugs, psychotropic substances and/or alcohol so as to ensure a healthy work force. To ensure the adherence of this policy, Wipro might be required to collect specimen of employee's hair, urine, blood, or any other relevant bodily sample, as may be required (hereinafter the "Sample") and submit it for drug test screening (hereinafter "Test").

I hereby **MOUBANI SENGUPTA**, consent to allow Wipro Limited (hereinafter "Wipro") to collect Sample from me for the Test.

In furtherance of the above stated:

- 1. I understand that the Test shall be conducted on random basis without any prejudice to anyone.
- 2. I authorize Wipro to share the Sample with Wipro's authorized vendor for the purpose of processing the Sample and making the result available to Wipro.
- 3. I understand that Wipro provides adequate security measures to safeguard the information resultant from the Test and all other personal data associated with it.
- 4. I understand that neither Wipro nor any authorized third party under clause (3) above shall retain the data collected in respect of the Test for period no longer than as required for statutory purposes and the data shall be suitably destroyed thereafter.
- 5. I understand that Wipro is entitled to initiate suitable actions against me including but not limited to disciplinary action based on the Test results.
- 6. I understand that Wipro may notify and publish the information resultant or ancillary to the Test if obliged under law to do so.

Name: MOUBANI SENGUPTA

Signature: E-Signature Signature

Place: IN-WB-Kolkata

Date: E-Signature Date

For more details please refer to the policies on **myWipro > App Store > Information > My Policies > India**



www.brainwareuniversity.ac.in

Ref. No.: BWU/REG/HRD/OFL/15022022/03 Date: 15-02-2022

To Mr. Dipankar Das 63, S.S. Dhawan Colony Brick Field Road Haridevpur, Kolkata-700082

Subject: Offer Letter

Dear Sir,

We are pleased to offer you the position of **Assistant Professor** in the Department of **Allied Health Sciences** under the School of **Medical & Allied Health Sciences** of Brainware University on the following terms and conditions:

- a) You will join your post on 1st March, 2022; however, the joining date may change with prior intimation from our side;
- b) You will be paid gross salary of INR.23,628/- (Rupees Twenty Three Thousand Six Hundred and Twenty Eight only) per month, less statutory deductions, as applicable;
- c) Initially, you will be on probation and the probation period shall continue till issuance of letter of confirmation. Non-issuance of confirmation letter shall mean continuance of probation period.
- d) You will be involved in the areas of Teaching in Theory and/or Laboratory / Workshop, Supervising research scholars, Academic administration, Industry-Institute interaction programmes, FDP, Corporate training, Management development programme, various co-curricular and extra-curricular activities of the students and also in learning process in the area of your discipline and allied fields.
- e) You will assist in research and development work as may be required, with any recognized institution / organization jointly with Brainware University.
- f) You will participate and/ or conduct in organizing seminar, workshop, symposia etc. in collaboration with various Government and non-Government agencies. You will maintain an industry-institution interface and engage in academic activities, as may be required by the University.
- g) You will perform UGC, regulatory bodies, NAAC, NBA, NIRF, ARIIA related work, administrative and other allied duties as may be necessary assigned to you from time to time by the authorities. You will also perform any other incidental work, as and when instructed by the authorities.
- h) You will also be actively engaged in the social activities of the students, or of the Brainware University, as and when required.
- i) Your working hours will be at least eight hours and thirty minutes including thirty minutes lunch break.

You may be required to stay in the Institution beyond the working hours as mentioned above for the interest of the students and for the educational/administrative activities.

- j) You will attend University regularly and punctually and strictly adhere to the time schedule and University discipline as prevalent from time to time.
- k) During the course of your employment with the University, you will not indulge in any act prejudicial to the reputation and educational activities of the University.

BRAINWARE UNIVERSITY

Barasat Campus : 398, Ramkrishnapur Road, Barasat, Near Jagadighata Market, Kolkata, West Bengal 700125 () 03371445566 / 03371445592



www.brainwareuniversity.ac.in

 You are liable to be transferred to any other department or institution that may be promoted by the University or to any other establishment (as may be felt necessary in necessary by the Chancellor of the University) under the same group. You may be sent on deputation to any other division within the country which may be under the same group, if need be.

Your refusal to join duty at the new place of transfer shall be deemed as break in service and in that event, you will not be entitled to make any financial/ monetary claim.

- m) You will not be permitted to carry software in any form, hardware, instrument, machine, any parts of machine, other document(s) owned by the University outside the premises of the Institution without written approval of the person designated by the University.
- n) The University expects you to work with a high standard of initiative, efficiency and integrity. You will devote your entire office time to the work of the University and will not undertake any other business or outside work without the written permission of the Authority.
- o) You may be subject to appraisal of your performance every year. Your confirmation of service to this post as also increment shall be related to satisfactory performance in the appraisal, student feedback, participation in University activities, attendance, punctuality, proper maintenance of laboratory / workshop instruments/machines, proper maintenance of records and documents, involvement in research work, project work etc.
- p) You will be entitled to the benefit of leave, gratuity, group medical insurance and other applicable benefits which are extended to the eligible employees of the University as per rules.
- q) Any change in your address or contact details should be intimated immediately in writing with relevant documents to the Registrar. The University will not be responsible for any lapse on your part in reporting changes in your address.
- r) You will be responsible for the safekeeping and return in good condition and order of all Institution properties, which may be in your use, custody or charge.
- s) You may resign by serving one month notice period in writing to the University or one month's salary in lieu thereof during probation period. After confirmation, you may resign by serving two months' notice in writing to the University or two months' salary in lieu thereof. However, the exercise of the option out of the said two options during probation period as well as after confirmation lies at the discretion of the University. You may not be permitted to resign without serving the stipulated notice period if it is found that such act would affect the academic progression of the students. The University may terminate you giving one month notice in writing or one month salary in lieu thereof

during probation and after confirmation giving two months' notice in writing or two months' salary in lieu thereof.

- t) You will not accept any present, commission or any sort of gratification in cash or kind from any person, party of firm or company having dealing with the University and if you are offered any, you should immediately report the same to the Higher Authority. If you are found not to follow this, required disciplinary action will be taken against you by the Higher Authority including termination of service without notice.
- u) You shall be liable for a medical check-up by a registered Medical practitioner of University's choice at any time during the continuance of your employment with University. The management may terminate your service, if you are not found medically/mentally fit as per medical standards prescribed by the University without notice.
- v) You will not, during the continuance of this appointment/ engagement and thereafter, disclose, divulge or communicate to any interested or other persons, whatsoever, any information relating to the Institute's technical knowhow, business practice or any other information of a confidential character. You will treat the information obtained by you during the course of your engagement with the Institute,

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either directly or from the other employees/associates of the institute, as strictly confidential. Such information may include without limitation, the institute's finances, stakeholders details, mode of operation, information relating to research, project, development, planning, etc.

You are expected not to divulge / share any administrative/organizational matter of the institute with any outsiders which may be your personal privilege to know by virtue of being an associate of this institute or any such other information, the disclosure of which in the opinion of the institute, is likely to be prejudicial to the interests of the institute.

 w) Your service will be terminated without notice for suppression of any information or for furnishing any false information with a view to obtain employment elsewhere as also in this Institution. You will be subjected to disciplinary action for willful negligence, disobedience and misdemeanor as per rules of the University.

If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the Institution shall be entitled to recover the damages from you.

x) Any violation of the above terms and conditions shall be, at first, be resolved through mediation vide conciliation carried out through the authority failing which the matter shall be referred to an Arbitrator for adjudication under the provisions of Arbitration and Conciliation Act, 1996 as amended till date. All disputes arising out of this letter will be subject to the jurisdiction of the Kolkata court.

Please send reply of this communication as a token of your acceptance of the terms and conditions mentioned herein.

Thanking you,

Yours truly,

Ms. Mahua Pal Registrar Brainware University

BRAINWARE UNIVERSITY

Barasat Campus : 398, Ramkrishnapur Road, Barasat, Near Jagadighata Market, Kolkata, West Bengal 700125 (C) 03371445566 / 03371445592 Doc no: HRD-Doc-03 Rev: 1.8, W.E.F: 04.05.2020



Offer Letter

Mr. Rahul Banerjee

S/O Sonamay Banerjee, Sarat Basu Road, Kodalia, South 24 Parganas, West Bengal - 700 146 Phone Number: 9163040151 Email: rahulbanerjee554@gmail.com

Subject: Offer Letter

Dear Rahul,

Further to the interview and discussions you have had with us, we are glad to extend the following offer of employment to you. You have been offered the position of "Analyst" in our "Support - IT" division based at "Kolkata" at an Annual Cost to the Company of INR 230,006/- (Rupees Two Lakh(S) Thirty Thousand Six only). All form of compensation referred in this letter agreement are subject to reduction to reflect applicable withholding and payroll taxes and other deductions required by law. Terms and conditions of your employment are as detailed below:

Attendance:

You shall be required to work for [5] days per week, for such time as may be required for completion of any task and may be required to work in shifts. It is hereby clarified that no additional compensation is payable to the employee in the event an employee is required to work for more than the regular hours.

Probation:

You shall be employed with the Company on a probation basis for a period of 6 (six) months from the Effective Date **("February 17, 2022")**. Your appointment with the Company shall be confirmed after the expiry of Probation Period as per the policies laid down by the Company.

At any time during the Probation Period, the Company may, if your performance is unsatisfactory, notify you and give a chance to improve performance. If after such notification, your performance is still found to be unsatisfactory, the Company may terminate your employment with the company immediately.

After the expiry of the Probation Period, your performance shall be subject to review by the Company. If the Company is satisfied with your performance, the employment shall be confirmed by the Company.

You shall continue to be on probation till such time the Company issues the written confirmation of your employment with the Company.

Notice period applicability:

Notice Period				
During Probation After Confirmation				
30 days	60 days			

If you fail to serve the required notice period, you shall not receive an experience certificate and shall not be eligible to receive full and final settlement of dues. In addition, if the new employer requests a reference check, the fact that notice period was not served shall be highlighted.

Leave structure:

As an employee of Netscribes (India) Pvt.Ltd. on confirmation, you are entitled to 24 days of paid leave each year as well as 11 public holidays. Any paid or unpaid leave must be approved by your supervisor.

Netscribes (India) Private Limited, Office No. 504, 5th Floor, Lodha Supremus, Lower Parel, Mumbai 400 013, Maharashtra, India. Board: +91 22 4098 7600 Fax: +91 22 4098 7500 Web: www.netscribes.com CIN: U72900MH2000PTC126630



The offer of employment is conditional to our routine reference and background verification being completed with satisfactory results. On the day of your joining, an employment agreement has to be signed to indicate acceptance of the terms and conditions of your employment and the on boarding process will only be complete after the submission of the accepted employment agreement.

Performance bonus (If applicable):

Performance bonus will be determined based on individual, the division and company's performance. It will be paid as per the appraisal cycle in the month of April every year. The performance bonus will be paid on a pro-rata basis and will be paid to employees (a) who are confirmed at the time of distribution of performance bonus (b) have not resigned or on notice period (c) have not been terminated from the services of the company or do not have any disciplinary action been considered for violation of policies at the time of determining and distribution of the performance bonus (d) should not be on performance improvement plan.

The Company and Division performance score can range between 0% and 100% in any given year and the Individual Performance score is determined based on your normalized performance ratings.

Place of work and mobility:

Your principal place of work from where you shall perform services for the Company shall be at the Company's office at Kolkata or such other offices of the Company, as may be decided by the Company, from time to time. In furtherance of your employment with the Company, you may be transferred/ assigned/ deputed to other departments/offices of the Company, its affiliates or its client's offices, within or outside India. You shall be eligible for reimbursement of relocation expenses, if applicable, as per the Company's policies.

Acceptance of the job offer:

This offer letter is valid for **5 (Five)** working days from the date of this letter. Netscribes (India) Pvt.Ltd. at its sole discretion may revoke or extend this offer after its expiry.

Confidentiality:

The content of this letter are confidential and should not be used as tool for negotiating employment terms with any other organization.

We look forward to having you join the Netscribes team. Of course, we wish to remind you that you are not to bring any confidential information with you from your prior employer.

Please sign and send the copy of this letter to the undersigned as a token of acceptance of the offer.

Wish you all the best.

Yours Sincerely,

For Netscribes (India) Pvt. Ltd.

Acceptance Signature

Anuya Sudhir Gurav Assistant Manager Human Resources (Authorized Signatory) Rahul Banerjee January 17, 2022

I have read and understood the content of the offer letter and accept the same.



28/02/2022

Jesma Chatterjee 140, Banerjee Para Street Uttarpara, Hooghly - 712258 712258

Dear Jesma,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company[™], we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 55,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Clin Data Spec - 130}. You will be based in Bangalore, India (INBGL1, 42.5, H, Omega) Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS PAY (AGP) - ₹770,000.00 PROVIDENT FUND - 36960 FIXED COST TO COMPANY (1+2) - 806,960 ANNUAL INCENTIVE PAY TARGET* - 61600 TOTAL COST TO COMPANY (3+4) - 868,560 ANNUAL INCENTIVE PAY TARGET*



You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

You will be required to work in shifts as per the company requirements.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.
- Group Mediclaim: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Rashmi Avinash Director, Talent Acquisition Team

For IQVIA RDS (India) Private Limited

Joining Date: 25-Apr-2022





Registered Office IQVIA RDS (India) Private Limited Omega, Embassy TechSquare, Kadubeesanahalli CIN: U74140KA2003PTC032950 Marathahalli-Sarjapur Outer Ring Road. Bangalore-560103 www.igvia.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 25-Apr-2022 is made and entered by {IQVIA RDS (India) Private Limited} (hereinafter "IQVIA" and Jesma Chatterjee, AGED ({28} (DOB: {24/12/1993}), [S-D]/o {Avijit Chatterjee} having Aadhar No. {939820439292} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Clin Data Spec and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Clin Data Spec and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.



2.3 This Executive's base of operation shall be Bangalore, India (INBGL1, 42.5, H, Omega) subject to business travel as may be necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. COMPENSATION

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹770,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. TERM OF EMPLOYMENT

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:



(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and

(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

(i) your performance of your job in an unsatisfactory manner, as determined by the Company;

(ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;

(iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;

(iv) your misconduct, violation of any law classified as a felony or dishonesty; or

(v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").



Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any bodycorporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. COMPENSATION AND BENEFITS UPON TERMINATION

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.



5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive's ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES



6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:

(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company;



(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.



6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. EMPLOYEE REPRESENTATIONS

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not(i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.

(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

- (i) Gain unauthorized access to the computer system or computer network; or
- (ii) Download, copy or extract any information or data from such system; or
- (iii) Introduce any harmful code; or
- (iv) Cause any damage to the system or network; or
- (v) Cause the non-functioning or malfunctioning of any system or network; or
- (vi) Cause denial of access to any authorized person to the system or network; or
- (vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
- (viii) Tamper or manipulate any system or network with the object of operating the account of another person; or

(ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or

(x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.



(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

- (i) IQVIA data and databases.
- (ii) Statistical methodologies, computer software and documentation.
- (iii) Information about employees (including compensation, benefits and performance reviews).
- (iv) Lists of customers and prospective customers.
- (v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
- (vi) Methods of doing business and business processes.
- (vii) Financial information relating to the performance of the Company.
- (viii) Internal policies accessible only to employees during employment.
- (ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.



(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:

If to the Executive, to: Executive's Residential Address Jesma Chatterjee 140, Banerjee Para Street Uttarpara, Hooghly - 712258 India 712258

If to the Company, to:



IQVIA OFFICE OF GENERAL COUNSEL, Omega Embassy TechSquare Marathahalli- Sarjapur Outer Ring Road Kadubeesanahalli Bangalore 560103 Office: + 91 80 3769 0000/0100 Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. WAIVER OF BREACH The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.



14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.



For and on behalf of IQVIA RDS (India) Private Limited

Rashmi Avinash Director, Talent Acquisition Team

≣IQVIA

SALA	RY AND BENEFIT STATE	MENT	
NAME	Jesma Chatterjee		
DESIGNATION	Clin Data Spec.		
RADE LEVEL 130		-	-
1. SALARY COMPONENTS		per Month (INR)	per Annum (INR)
BASIC		25,667	308,000
HRA		12,833	154,000
SPECIAL ALLOWANCE		25,667	308,000
ANNUAL GROSS PAY (AGP)		64,167	770,000
2. RETIRAL BENEFITS		per Month (INR)	per Annum (INR)
2. RETIRAL DENEFTTS PROVIDENT FUND		3,080	36,960
FIXED COST TO COMPANY (1+2)			INR 806,960
3. ANNUAL INCENTIVE PAY TARGET*			per Annum (INR)
ANNUAL INCENTIVE PAY TARGET*			61,600
TOTAL COST TO COMPANY (1+2+3)			INR 868,560

ANNUAL INCENTIVE PAY TARGET*

You may participate in non-salary compensation programs as may be available subject to applicable terms, conditions and eligibility requirements of such programs and at the program administrator's discretion. Entitlement and the amount payable under such program shall be governed by the Company's performance incentive plan which is liable to change from time to time at the sole discretion of the Company. Payouts under such programs are not guaranteed.

OTHER BENEFITS

Gratuity: The eligibility and amount of this benefit is as per the applicable laws.

Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.

Group Mediclaim: Employee and family members are covered as per prevailing Company Policy.

Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.



Dear Ankita Majumder,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in **Level - 1** of our Company.

Components	Components Rs. Per annum
Basic	73,500
Supplementary Allowance	106,500
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	3,533
Flexible Compensation Pay	32,867
Total Fixed Pay	245000.00

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.



We look forward to your joining the company and wish you a long and successful career with the organization.

Vineet Tyagi Vice President Human Resources ICICI Prudential Life Insurance Co. Ltd.



Dear Arpan Mondal,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in **Level - 1** of our Company.

Components	Components Rs. Per annum
Basic	73,500
Supplementary Allowance	106,500
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	3,533
Flexible Compensation Pay	32,867
Total Fixed Pay	245000.00

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.



We look forward to your joining the company and wish you a long and successful career with the organization.

Vineet Tyagi Vice President Human Resources ICICI Prudential Life Insurance Co. Ltd.



Dear Joysree Dutta,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in **Level - 1** of our Company.

Components	Components Rs. Per annum
Basic	73,500
Supplementary Allowance	106,500
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	3,533
Flexible Compensation Pay	32,867
Total Fixed Pay	245000.00

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.



We look forward to your joining the company and wish you a long and successful career with the organization.

Vineet Tyagi Vice President Human Resources ICICI Prudential Life Insurance Co. Ltd.



Dear Priyankar Mondal,

We are pleased to offer you the position of UNIT MANAGER in **Level - 1** of our Company.

Components	Components Rs. Per annum
Basic	64,500
Supplementary Allowance	115,500
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	3,101
Flexible Compensation Pay	3,299
Total Fixed Pay	215000.00

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.



We look forward to your joining the company and wish you a long and successful career with the organization.

Vineet Tyagi Vice President Human Resources ICICI Prudential Life Insurance Co. Ltd.



Dear Ranajit Dey,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in **Level - 1** of our Company.

Components	Components Rs. Per annum
Basic	73,500
Supplementary Allowance	106,500
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	3,533
Flexible Compensation Pay	32,867
Total Fixed Pay	245000.00

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.



We look forward to your joining the company and wish you a long and successful career with the organization.

Vineet Tyagi Vice President Human Resources ICICI Prudential Life Insurance Co. Ltd.



Dear Rohit Sarkar,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in **Level - 1** of our Company.

Components	Components Rs. Per annum
Basic	73,500
Supplementary Allowance	106,500
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	3,533
Flexible Compensation Pay	32,867
Total Fixed Pay	245000.00

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.



We look forward to your joining the company and wish you a long and successful career with the organization.

Vineet Tyagi Vice President Human Resources ICICI Prudential Life Insurance Co. Ltd.



Dear Sreeja Das,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in **Level - 1** of our Company.

Components	Components Rs. Per annum
Basic	73,500
Supplementary Allowance	106,500
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	3,533
Flexible Compensation Pay	32,867
Total Fixed Pay	245000.00

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.



We look forward to your joining the company and wish you a long and successful career with the organization.

Vineet Tyagi Vice President Human Resources ICICI Prudential Life Insurance Co. Ltd.



Dear Tanusree Sardar,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in **Level - 1** of our Company.

Components	Components Rs. Per annum
Basic	64,500
Supplementary Allowance	115,500
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	3,101
Flexible Compensation Pay	3,299
Total Fixed Pay	215000.00

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.



We look forward to your joining the company and wish you a long and successful career with the organization.

Vineet Tyagi Vice President Human Resources ICICI Prudential Life Insurance Co. Ltd.



Dear Tanya Singh,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in **Level - 1** of our Company.

Components	Components Rs. Per annum
Basic	73,500
Supplementary Allowance	106,500
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	3,533
Flexible Compensation Pay	32,867
Total Fixed Pay	245000.00

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.



We look forward to your joining the company and wish you a long and successful career with the organization.

Vineet Tyagi Vice President Human Resources ICICI Prudential Life Insurance Co. Ltd.



mint make the

NATIONAL INSTITUTE OF TECHNOLOGY WARANGAL – 506 004, TELANGANA STATE, INDIA

Prof. V.Rajeswar Rao, Ph. D Dean, Research & Consultancy Phone (Off.): Mobile: Fax: E-mail:

0870-2462012 +91 94901 65364 0091-870-2459547 dean_rc@nitw.ac.in

No. NITW / Dean(R&C) / 2022 / 26

Date: 16.02.2022

ORDER

DST-SERB (SRG) Project - Appointment of Junior Research Fellow(JRF) – Reg.

1. Proceedings of the Selection Committee dated 09.02.2022, Approved by the Sub: Ref:

Director.

2. Director's Approval dated 11.02.2022.

Ms. Satwika Das, is appointed as a Junior Research Fellow (JRF) in the Department of Biotechnology Under the DST-SERB (SRG) Sponsored Research Project entitled, "Metabolic engineering of Pichia pastoris cell factory for efficient valorization of food waste in to citramalic acid: A biorefinery approach towards sustainable biopolymer production" during pendency of the project on a consolidated pay of Rs. 31000/- (Rupees Thirty One Thousand Only) per month of the project. During the above period the HRA will be paid as per the Institute rules.

This appointment is purely temporary and is terminable at any time, if the progress and conduct of the candidate is not satisfactory.

She has to report to the Head, Biotechnology Department on or before 07.03.2022, failing which this Order will be treated as cancelled.

This Order is issued with the approval of the Competent Authority.

kpao. 17.02.22 Prof. V.Rajeswar Rao Dean, R&C

Dean, Research and Consultancy National Institute of Technology Warangai - 506 004

To Ms. Satwika Das H.No:- 5, New Sonali Park, Garia, Kolkata-700084 Ph.No:7003680031 Mail Id: dassatwika46920@gmail.com

(Through the Head, Dept. of Biotechnology)

Copy to:

- 1. Dean, Academic
- Head, Dept. of Biotechnology. 2.
- Dr. Ashish A Prabhu, PI, Dept. of Biotechnology. 3.
- Chief Warden 4.
- Deputy Registrar (Accounts) 5.
- P.A to Director for information 6.

Sun Pharma Laboratories Ltd.

Akota Road, Survey No. 33, Baroda City, Survey No. 748, Village Akota, Vadodara - 390 020, Gujarat, India Tel. : (91-265) 233815, 2339103, Fax : (91-265) 2354897 Website : www.spll.co CIN : U25200MH1997PLC240268



SPLL/MUM/HRD/E89597/SYGNUS DIVISION/2022 APRIL 1, 2022

Mr. SAGAR DAS A/53 BAGHAJATIN I BLOCK BAGHAJATIN I BLOCK KOLKATA - 700092 WEST BENGAL

Dear Mr. SAGAR DAS,

With reference to your application and subsequent interview, you had with us, we are pleased to offer you the position of **TRAINEE SALES EXECUTIVE** in our organization for our **SYGNUS DIVISION**. Your Head Quarter will be at **KOLKATA**.

This offer is subject to your being found medically fit. Your date of joining will be considered as the day you actually join field and submission of Joining Report.

During the training period of 6 (Six) months, you will receive the following monthly consolidated Salary and Allowances:

Basic : Rs. 15450/- p.m.

H.R.A : Rs. 9270/- p.m.

Plus P. F., Bonus and Medical benefits as per company rules.

In addition to the above, please find enclosed our Daily Allowance Rules vide our Circular no. SPLL/HRD/MUM/CIR/STF/DA/2021 dated **December 31, 2021** applicable to you.

We take this opportunity to welcome you to the family of SUN PHARMA and look forward to build your career with us.

Yours Sincerely, For SUN PHARMA LABORATORIES LIMITED.

AUTHORISED SIGNATORY

Received and agree to join duty on or before______.

Registered Office : Sun House, Plot No. 201 B/1, Western Express Highway, Goregaon (E), Mumbai - 400 063, Maharashtra, India Tel. : (91-22) 4324 4324, Fax : (91-22) 4324 4343.



Offer Letter

Date : Tuesday, May 17, 2022

Dear Dipannita Saha,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Student Success Specialist-Student Experience** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company") in the **Student Experience** department subject to your acceptance of the terms of employment mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Friday, May 27, 2022**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to Friday, May 27, 2022, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process*. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Student Success Specialist-Student Experience
Department	Student Experience
Employment Type	Regular
Work Location	Byjus Bangalore - Kalyani Tech Park

Fixed Compensation: ₹ 475000 Variable Compensation: ₹ 75000 Total Annual Cost to Company : ₹ 550000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Friday, May 27, 2022, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of this letter by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Deeptha A R Head – Human Resources



Ghosh Dastidar Institute for Fertility Research (P) Ltd. (GDIFR)

Letter of Offer

To Prithwish Roy S/O Arun Kr. Roy Address: 5/4, Prince Gulam Mahammed Shah Road Kolkata-700095, West Bengal

Date - 20/06/2022

Sub- Offer Letter

Dear Prithwish

We refer to the interview you had with us on 28th of May 2022 and are pleased to offer you an employment as " **Chief Administrative Officer**" in our company on probation for six months thereafter from either side notice should be provided for 1(One) month.

- A) Please note your performance attendance loyalty and devotion to the work of the centre will be a prime factor for continuation of your probation period. On satisfactory performance have a bright chance of permanent posting with increment and promotion.
- B) Your daily duty will be from 9.30 AM- 7.00 PM for 6 (Six) working days in a week with 1 hour lunch break and one day weekly off according to adjustment and availability depending on the exigencies of situation resulting to change of your normal working hours temporary or may be permanently. Since the centre being a medical organisation you may be required to work beyond duty hours only in case of emergency.
- C) At present you will be paid consolidated Gross Salary Rs 17,000/- per english calendar month subject to taxes levies as may be applicable from time to time.
- D) Please note it will be your duty to intimate / inform the centre about in changes of your postal address and your phone / mobile number if any caused.



Ghosh Dastidar Institute for Fertility Research (P) Ltd. (GDIFR)

E) The formal letter of appointment will only be issued on after 3 (three) months

Please confirm your acceptance by signing and returning the duplicate copy of this letter.

Thanking you,

Yours Sincerely,

For Ghosh Dastidar Institute for Fertility Research Pvt. Ltd.

Ame

Signature of the Director (Dr.Sudarsan Ghosh Dastidar)

Prikinish Roze 20.6.22



Government of West Bengal Office of the Director Institute of Post Graduate Medical Education & Research 244 A. J C Bose Road, Kolkata -700 020 Email: director.ipgmer@gmail.com, Phone: 2204-1101, Fax: 2223-5181

Memo No/INST 3083

Dated: 20, 6, 22

10
Sreosi Chakraborty
4, Vidyasagar Sarani,
Haltu,
Kolkata-700078

Subject: Offer of engagement of <u>Sreosi Chakraborty</u> in the Science & Technology and Biotechnology Department, Government of West Bengal funded project entitled "Insights of anti-tubercular drug, Isoniazid induced chronic liver injury leading to development of hepatic fibrosis; an in-vitro study" (Memo no: 1360 (Sanc.)/STBT-11012(19)/21/2021-ST SEC dated: 21.03.2022),under the guidance Dr Suman Santra, Assistant Professor, Center For Liver Research, School of Digestive & Liver Diseases, I.P.G.M.E.& R., Kolkata.

Consequent upon your selection as <u>JUNIOR RESEARCH FELLOW</u> in the Science & Technology and Biotechnology Department, Government of West Bengal funded project entitled "Insights of anti-tubercular drug, Isoniazid induced chronic liver injury leading to development of hepatic fibrosis; an in-vitro study" (Memo no: 1360 (Sanc.)/STBT-11012(19)/21/2021-ST SEC dated: 21.03.2022) in <u>LP.G.M.E.&R.</u>, you are offered an engagement as <u>JUNIOR RESEARCH FELLOW</u> against the sum amounting to Rs. 25.000/-(Rupees Twenty five thousand only) per month. The duration of the fellowship will be co-terminus with the project and subject to renewal every year based on the individual's progress. You are requested to join within 15 days of the receipt of this letter.

The engagement will be subjected to the following terms and conditions:

- 1) You are requested to furnish an undertaking to the effect that no criminal proceedings are either pending or contemplated against you in any Court of Law.
- 2) The engagement is purely on contract basis and the Director of the Institute reserves the right to dispense with your services at any time without assigning any reasons.
- 3) The present assignment is co-terminus with the project.
- 4) The engagement can be terminated at any time by giving one month notice on either side. Your contract can be terminated forthwith or before expiry of the notice period by making payment of a sum equivalent to one month's contractual amount. However, you will not be permitted to surrender one-month contractual amount in lieu of the period of

notice of unexpired portion thereof and you will be required to serve the full period of notice.

- The engagement can be terminated at any time by giving one month notice if performance in the project is not satisfactory.
- 6) Your job responsibility will be as per the requirement of the project.
- You shall not be entitled to any other allowances such as Dearness Allowance, Transport Allowance, LTC, Bonus, etc. You will also not be provided any CGHS or other medical facility under CS(MA) Rules.
- 8) No travelling and/ or daily allowance will be admissible either for joining the assignment or on expiry of the contact. However, while travelling in connection with the assigned work during the period of engagement, you will be entitled to draw TA/DA as per your entitlement.
- Leave Provisions: as per WB-STBT, Govt. of West Bengal rules. On termination of the contract, you will not be entitled to carry forward of leave or to the benefit of encashment of earned leave.
- 10) You will not be entitled for any terminal benefit after completion of contract period or otherwise.
- 11) You will not divulge any information gathered or outcome of research work during the period of assignment to anyone who is not authorized to have the same.
- 12) The contract service will not confer any right for further assignment. In case you are willing to accept the aforesaid condition of offer of engagement, you are directed to report for duty to the undersigned within one week of issue of the letter failing which the offer shall stand automatically cancelled. A copy of this letter duly signed by you as token of acceptance of aforesaid terms and conditions should also be furnished to this office along with joining report and all your testimonials in original along with proof of identity and residence.

A 17/6/22

'Director, IPGME&R, KOLKATA

Enclosures: as above Copy for information and necessary action to

- (1) HOD, SDLD
- (2) Dr. Suman Santra, PI of the project
- (3) Accounts Officer, IPGME&R, Kolkata.
- (4) Office Copy
- (5) Billing Section

JPS/OL/SB/06-2022 23RD June, 2022

Sukanya Bhandary, 61, Roynagar(Madhyapara), Bansdroni, Kolkata- 700070

Sub- Offer Letter

Dear Ms. Bhandary

We are pleased to inform you that you have been selected for the post of **Assistant Teacher- Science** on contractual basis for **Jyotirmoy Public School** on the following terms and conditions.

Designation:	Assistant Teacher- Science.
Date of Joining:	On 27 th June,2022.
Duties & Responsibilities:	You shall be entitled for various teaching/ extra-curricular and/ or administrative activities assigned to you.
Emoluments:	You shall be entitled to a consolidated pay of Rs. 16,000/- (Rupees Sixteen Thousand only) per month. TDS or any other statutory will be deducted as per norms.
Reporting:	You shall report to and seek instruction from the Principal/ Teacher in Charge or as advised from time to time.

Your formal appointment letter will be issued to you on receipt of your acceptance of this offer and subsequently joining us, normally issued on the first day of reporting to work.

You are advised to report to duty on the agreed date, failing which this offer will stand withdrawn.

Welcome to Jyotirmoy Public School. We wish you success in your assignment.

Thanking You Yours Faithfully

For Jyotirmoy Public School

Mr. Sushant Das Principal Copy To:

Accounts Department

G.B.

Letter of Appointment



Date: **19th July, 2022** To, **Mr. Amit Adhikary** C/O Nemai Chandra Adhikary, North Nowdapara, North 24 Paganas, West Bengal - 700057

Sub: Letter of Appointment

The Management is pleased to appoint you as "Executive – Quality Assurance" in our organization on the following terms and conditions:

1. Salary

You will be paid an all-inclusive, consolidated salary of **Rs. 29,167 /-** per month and the break up is given in the attachment with this letter-**Annexure-1**.

You will be governed at all times by the policies, procedures and guidelines of the Company related to salary, allowances, benefits and perquisites which are specified in this appointment letter. Further the Management may modify or change such allowances, benefits and perquisites from time to time at its discretion and in accordance with its policies.

2. Status of Employment:

You will be on Probation for a period of 6 months from your date of Appointment. Your Probationary period may be extended at the discretion of the Management. On satisfactory completion of your period of Probation and/or extended period thereafter, your service, during the period of Probation or at the end of it or at the extended period of Probation, your services may be terminated at the discretion of the Management with or without assigning any reason and without notice or compensation.

During the period of Probation, you may resign from the services of the Company with 1 months' notice or 1 month's salary in lieu of notice.

After Confirmation of your service in the Company, the notice period for termination of service/resignation will be 30 days or 30 days' salary in lieu of notice.

After Confirmation you may be dismissed without notice or compensation for an act of misconduct or if you're overall performance is not satisfactory.

3. Your effective date of appointment will be **19th July, 2022.**

Page 1 of 4

Sky Gate Hospitality Pvt. Ltd.

CIN: U15122HR2015PTC056192

Unit No. 205 & 206, 2nd Floor, Vatika Professional Point, Golf Course Extension Road, Sector-66, Gurgaon-122002 Haryanaweb: www.biryanibykilo.comEmail: hr@biryanibykilo.comTel: 0124-4867300

4. During your service in the Company, during Probation or after Confirmation, the Management may assign any other duties/responsibilities/ functions to you that it deems fit with reference to your skill-sets, background, qualification or experience.

Refusal to carry out such assignments allotted to you solely on the grounds that is has not been part of your usual duties during your employment shall be deemed to be a misconduct and invite action as per the Company's standing rules and policies. Further, you will also not be entitled to any additional compensation for carrying out such assignments.

- 5. During your employment with the Company, the Management may, in its business interest, transfer you to any of its branches in India or abroad. In all such cases of transfer, the Company's transfer policy and procedure will govern you.
- 6. You will not, at any time during your employment or after its termination, without the consent of the Company in writing, divulge directly or indirectly, any knowledge, information or documents acquired by you in the course of your employment, concerning the affairs of the Company or its associates or its clients, which are in the nature of a trade secret or secret in other respects, the disclosure of which will be detrimental to the interests of the Company, its associates or its clients. By accepting this appointment letter you enter into a Non Disclosure Agreement with Sky Gate Hospitalities Pvt Ltd.
- 7. Any inventions, patents, processes etc. which have been developed due to your contribution in the course of your employment will automatically be the property of the Company.
- 8. During the period of service with the Company, you shall not carry on any own business venture either directly or indirectly or work on an honorary or remunerator basis except with the prior written permission from the Company.
- 9. You shall not seek membership of any local/public body without obtaining prior permission from the Management in writing.
- 10. At all times during your employment with the Company, you shall be governed by the prevailing policies and procedures, which may be changed by the Management from time to time. You shall carry out your duty diligently, loyally and to the best of your capacity.
- 11. Your hours of work, shifts and weekly off shall be intimated to you from time to time. The Management may assign you to any shift or change your weekly off to ensure Smooth flow of the Company's operations, within the framework of the applicable general laws.
- 12. This appointment is made on the basis of the information provided by you in your application. If it is found at any time that the information given by you is not

Page 2 of 4

correct/true/complete, this appointment may be withdrawn before you join service with us or your service may be terminated at any time after you have taken up employment with us.

- 13. If for a period of eight consecutive days you absent yourself without permission or overstay leave, you shall be deemed to have voluntarily terminated your services with the Company.
- 14. You shall keep us informed of any change in your residential address or your civil and marital status.
- 15. If at any time, in our opinion which is final in this matter, you are found guilty of dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or of any other conduct, violation of one or more terms of this letter, your services will be terminated without notice and without compensation.
- 16. In addition to the above conditions, you will be governed by the service rules and regulations/standing orders applicable to the staff of your status and to such other rules and regulations applicable to the establishment.

Kindly sign the duplicate copy of this letter in token of your acceptance of the terms and conditions mentioned above and return the same to the Company within one week from the date of issue of this letter.

Yours truly,

For Sky Gate Hospitality Private Limited.

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Kaushik Roy (Founder & CEO)

ANNEXURE-1

Dated: 19th July, 2022

Mr. Amit Adhikary

Subject: Compensation break up (Salary Structure)

Please find below your salary break up.

PARTICULARS	Monthly	Annually
PAYABLE BASIC	12,000	144,000
PAYABLE HRA	6,000	72,000
SPECIAL ALLOWANCE	8,290	99,480
Gross Salary	26,290	315,480
PF Employee Cont. @ 12%	1,800	21,600
LWF Employee Cont.		-
Professional Tax	150	1,800
Employee Contribution	1,950	23,400
PF Employer Cont. @ 13%	1,950	23,400
LWF Employer Cont.	-	-
MEDICAL INSURANCE	350	4,200
GRATUITY	577	6,926
Employer Contribution	2,877	34,526
Total CTC	29,167	350,006
Net Take Home **	24,340	292,080

**Subject to Income Tax deduction

**Variable Pay on quarterly basis (Achievement of KPIs)

Yours truly,

For Sky Gate Hospitality Private Limited.

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Kaushik Roy (Founder & CEO)

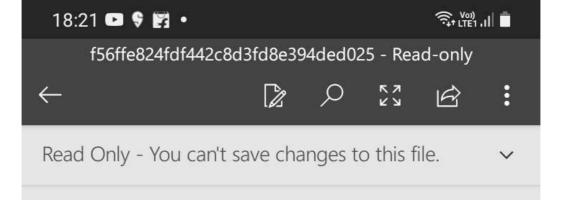
Acceptance:

I accept the appointment and its terms and conditions. Name: Mr/Ms.....

Signature: _____

Date:....

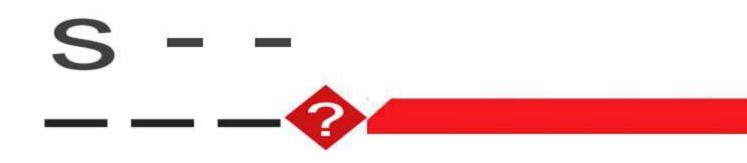
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<text><text><text><text><text><text><text><text><text><text></text></text></text></text></text></text></text></text></text></text>	Research	Research Ace Solution Pvt.	Ltd
<text><text><text><text><text><text><text><text><text></text></text></text></text></text></text></text></text></text>	Ace Solution Pvt. Ltd.	Operational Address: 139, B T Road, Bhajan Complex,	
<text><text><text><text><text><text><text></text></text></text></text></text></text></text>		Front Building, 2nd Floor, Kol - 700108	
Employee Name: Anwesha Gangopadhyay Employee Name: Anwesha Gangopadhyay Date of Joining: 201503 Date of Joining: 20th June,2022 Designation: Junior Writer Chara Anwesha Gangopadhyay Gongratulations, we are to ensure that your joining is confirmed with Research Ace Solution Put. Ltd., from 27th June,2022. You are entitled to get a Gross CTC of Rs. 1,69,020 Lakha (Augees One Lakhas Sixty Nine Thousand Twenty Only) as per the company's terms and conditions.		Website: www.rasservice.co.in	
Employee Name: Anwesha Gangopadhyay. Employee ID: 2015103 Date of Joining: 27th June,2022 Designation: Junior Writer (Sub: Appointment Letter) Dear Anwesha Gangopadhyay, Congratulations, we are to ensure that your joining is confirmed with Research Ace Solution Pvt. Ltd., from 27th June,2022. You are entitled to get a Gross CTC of Rs. 1,69,020 Lakhs (Rupees One Lakhs Sixty Nine Thousand Twenty Only) as per the company's terms and conditions.		Email: tanumoy@rasservice.co.in	
Employee ID: 2015103 Date of Joining: 27th June,2022 Designation: Junior Writer (Sub: Appointment Letter) Dear Anwesha Gangopadhyay, Congratulations, we are to ensure that your joining is confirmed with Research Ace Solution Pvt. Ltd., from 27th June,2022. You are entitled to get a Gross CTC of Rs. 1,69,020 Lakhs (Rupees One Lakhs Sixty Nine Thousand Twenty Only) as per the company's terms and conditions.		Tel: +91-891-0185-492	
Date of Joining: 27th June,2022 Designation: Junior Writer (Sub: Appointment Letter) Dear Anwesha Gangopadhyay, Congratulations, we are to ensure that your joining is confirmed with Research Ace Solution Pvt. Ltd., from 27th June,2022. You are entitled to get a Gross CTC of Rs. 1,69,020 Lakhs (Rupees One Lakhs Sixty Nine Thousand Twenty Only) as per the company's terms and conditions.	Employee Name: Anwesha Gangopadh	hyay	
Designation: Junior Writer (Sub: Appointment Letter) Dear Anwesha Gangopadhyay, Congratulations, we are to ensure that your joining is confirmed with Research Ace Solution Pvt. Ltd., from 27th June,2022. You are entitled to get a Gross CTC of Rs. 1,69,020 Lakhs (Rupees One Lakhs Sixty Nine Thousand Twenty Only) as per the company's terms and conditions.	Employee ID: 2015103		
(Sub: Appointment Letter) Dear Anwesha Gangopadhyay, Congratulations, we are to ensure that your joining is confirmed with Research Ace Solution Pvt. Ltd., from 27th June,2022. You are entitled to get a Gross CTC of Rs. 1,69,020 Lakhs (Rupees One Lakhs Sixty Nine Thousand Twenty Only) as per the company's terms and conditions.	Date of Joining: 27th June,2022		
Dear Anwesha Gangopadhyay, Congratulations, we are to ensure that your joining is confirmed with Research Ace Solution Pvt. Ltd., from 27th June,2022. You are entitled to get a Gross CTC of Rs. 1,69,020 Lakhs (Rupees One Lakhs Sixty Nine Thousand Twenty Only) as per the company's terms and conditions.	Designation: Junior Writer		
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Congratulations, we are to ensure that your joining is confirmed with Research Ace Solution Pvt. Ltd., from 27th June,2022. You are entitled to get a Gross CTC of Rs. 1,69,020 Lakhs (Rupees One Lakhs Sixty Nine Thousand Twenty Only) as per the company's terms and conditions.			
Pvt. Ltd., from 27th June,2022. You are entitled to get a Gross CTC of Rs. 1,69,020 Lakhs (Rupees One Lakhs Sixty Nine Thousand Twenty Only) as per the company's terms and conditions.			
(Rupees One Lakhs Sixty Nine Thousand Twenty Only) as per the company's terms and conditions.			
conditions.			
Please read the Salary Breakup in appendix 1.			
	Please read the Salary Breakup in appe	ndix I.	
	KCR9814J TAN: CALR19108F		erconu.

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JOB OFFER LETTER

Name - Ankita Bhattacharjee Address - 33 Bikramgarh, JU, Circus Avenue Kol-700032 City - Kolkata

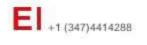
RE: LETTER OF OFFER OF EMPLOYMENT -

Dear Ankita,

We are pleased to offer you the position of (Program Manager) at Tecmonks. We feel confident that you will contribute your skills and experience towards the growth of our organization. Our Organisation provides professional, technical as well as administrative related assistance to overseas clients. If you join our Organisation you will become a part of fast-paced and dedicated team that work together to provide services to our clients across the globe with the highest possible level of services and advice.

As per the discussion, your starting date will be on (08.08.2022). Please find employee details below that offer by our Organisation.

Tittle: Program Manager Start date: 8th August, 2022. CTC: 360000 INR per year.





he110@tecmanks.com www.tecmanks.com



JOB OFFER LETTER

Name - Ankita Bhattacharjee Address - 33 Bikramgarh, Jadavpur PO. Kol-700032 City - Kolkata

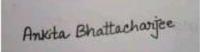
RE: LETTER OF OFFER OF EMPLOYMENT -

Please confirm your acceptance of this offer by signing and returning the copy of this offer letter.

We look forward to welcoming you on board.

TECMONKS APARNA DUTTA HR HEAD 08/08/2022

SIGNATURE



+1 (347)4414288



Block K, Patuli, Kolkata, West Bengal 700084

lill www.tecmonks.com



www.royalresearch.asia

Branch Office: 59 (H Block), Binayak Enclave Kali Charan Ghosh Road, Sinthee Kolkata- 700050 Corporate Office: 6B Kalicharan Ghosh Road, Below Union Bank, Sinthee (Benicoloni), Kolkata-700050

Subject: Joining Letter

Reference: JOI-0351 Joining Date: 2022-08-10

Dear Alisha Khandekar,

Royal Research is pleased to appoint you the position of Trainee Academic Researcher for Morning and Grade is Probation for our organization. We are excited about the potentiality that you bring to our company.

You will be required to work at the premises/offices as assigned by the management from time to time and you will be liable to be transferred to other offices depending on exigencies of service.

Reporting at: 25/1-Ramlal-Aggarwala-Lane-1st-Floor

Job Description: Trainee Academic Researcher

Joining Date: 2022-08-10

Shift: Morning

Remuneration: 16500 INR (Per Month CTC).

Candidate Availability: Full Time

Thanks and Regards

Royal Research

, ching fal

This is digital copy. You don't need to do physical signature here. www.royalresearch.asia



RE: Naturalist Appointment and Terms & Conditions

August 25, 2022

Dear Mr. Dollar Ganguly,

We are pleased to offer you appointment as Naturalist in the Company on the following terms and conditions:

1.0	POSITION	
1.1	Designation	Resident Naturalist
1.2	Posting	Svasara Jungle Lodge, Tadoba near Chimur (Maharashtra)
1.3	Responsibility	Taking Guests on Safaris, Nature Walks, Bird Watching, and Other Nature-oriented Recreational & Educational Activities; Guest Liaison Activities; Forest Official Liaison Work; Guest Education via Audio/Visual and Other Media and Workshops; Resort & Wildlife Content for Online Social Media / Website / Blogs; Photography for the Company; Driving the Jeep whenever required and, any other Assignments entrusted upon you from time to time. Please also familiarise yourself with documents A. Naturalist – Job Description B. Goals – Svasara NatureMates Foundation shared with you.
1.4	Reporting	Report to Lodge Manager
1.5	Date of Appointment	15 September 2022
2.0	REMUNERATION & PERQUISI	TES
2.1.	Monthly Remuneration.	Rs. 17,000/- per month (Seventeen Thousand Only). This amount is net of statutory deductions.
2.2	Boarding / Lodging	Rent free single shared accommodation with meals
2.3	Uniform	You will be given 3 pairs of Uniform. Uniforms have to be worn at all time you are in any public area of the lodge and on duty.

Registered Office : Svasara Resorts Pvt Ltd, Kolara Gate, Tadoba Road, Chimur, Chandrapur- 442903 Maharashtra, India Resort Address: Svasara Jungle Lodge at Kolara Gate, Tadoba-Andhari Tiger Reserve, Chimur 442903, District Chandrapur, Maharashtra, India CIN: U55101MH2008PTC188363 (m) +91 93700 08008 (e) info@svasararesorts.com (w) www.svasararesorts.com



2.4 Leave

135 days prior notification and approval from your manager unless any emergency arises

3.0 GENERAL

- 3.1 You will be under Probation Period for 9 months from the date of joining which can be extended at the discretion of Management. No automatic reconfirmation of contract or employment will be assumed in absence of written communication.
- 3.2 Employment can be terminated from either side by giving three months notice or payment in lieu thereof equivalent to three month salary.
- 3.3 At the time of joining, you will submit a declaration of your medical fitness for the job assigned to you. However, the Company reserves the right to get you examined by any medical officer / medical centre as deemed fit.
- 3.4 Date of birth once recorded in the Personal File and authenticated by you in accordance with supporting documentary evidence at the time of joining / appointment, shall not be called into question by you at any time in future
- 3.5 You are required to produce all documents in original in support of your date of birth, qualification, experience etc. at the time of joining and submit self-attested photo copies of each and of your PAN Card for our records. You will also submit copy of relieving letter from previous employer, if applicable.
- 3.6 As long as you are contracted by or in employment of the Company, you will not engage yourself in any Private Trade or Profession whatsoever and will not disclose confidential information to external agencies.
- 3.7 You will act within the framework of organizational structure and policies / directions laid down by the management from time to time.
- 3.8 Any dispute arising out of this contract with the Company will be subject to Nagpur jurisdiction.
- 3.9 The Company holds all future and full usage rights to all pictures, materials, online content like blogs, etc. and information on its website produced by you during your association with the Company.
- 3.10 A duplicate copy of this letter is enclosed herewith. Please sign the same and return in token of having accepted the above terms and conditions to the undersigned at Registered Office Address i.e. Svasara Resorts Pvt. Ltd., Flat No. 310, Forest Housing Society, Katol Road, Nagpur.



Yours faithfully, For SVASARA RESORTS Pvt. Ltd.,

General Manager

I do hereby accept the terms and conditions as contained in this contract letter and shall abide by the above terms and conditions and other rules and regulations of the Company in practice which may be enforced from time to time. I will join on

Name	:
Signature	:
Date	:

CALCUTTA INSTITUTE OF SCIENCE AND MANAGEMENT

(FORMERLY CALCUTTA INSTITUTE OF ENGINEERING AND MANAGEMENT)

PRASANTA SUR CAMPUS

AFFILIATED TO M.A.K.A.U.T.

24/1A, CHANDI GHOSH ROAD, TOLLYGUNGE, KOLKATA - 700040 WEBSITE : www.ciem.ac.in, Email : principal@ciem.ac.in

Ref : CISM/Admin/Appt/22-23/63

Date: 26.08.2022

To Ms. Labony Goswami 236, Picnic Garden Road Kolkata - 700039

Sub. : Appointment Letter.

Madam,

On the basis of your letter of acceptance (dated 26/08/2022) of our Offer of Appointment, I am to inform you that you are appointed as Assistant Professor (on Adhoc basis), in the Department of B.Sc. in Medical Laboratory Technology (BMLT) of our college.

You are to abide by all the rules and regulations mentioned in the "Offer of Appointment" (letter no. : CISM/Admin/Appt/22-23/62, dated : 25/08/2022) and to act as per our Service Rules.

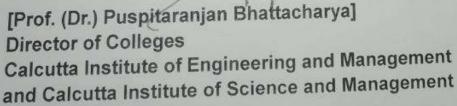
You are to join the said post within 01 (month) after receiving the Appointment Letter, failing which this appointment stands cancelled.

With best wishes.

Yours truly,

26 8 22 Engineering and Management

Director Calcutta Institute of





	LIP FOR THE MONTH	OT OCTOBER, 2022	
Employee Name:Smt LabonyDesignation :Assistant FDepartment:BMLTDate of Joining:01-0		Payment Mode Bank A/C No. PF No :	Bank Advise 100172269455
Earnings	Gross Pay (Rs.)	TO PERSON NOT CONTRACT OF A DESCRIPTION OF A DESCRIPTION OF A DESCRIPTIONO	Amount (Rs.)
Pay in the Pay Band AGP Revised Basic I.A. 35% H.R.A. 15% Medical Allowance Special Allowance	0.00 22000.00 0.00	0 Salary Deduct 0 Salary Advance 0	130.00 1800.00 0.00 0.00 0.00
	22000.0	0	1930.0
Net Pay	20070.0	0	
let Pay in Words	Twenty Thousan	d Seventy Only	\bigcirc

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Accounts Officer.

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HDB Financial Services Limited 2nd Floor, Wilson House, Old Nagardas Road, Near Amboli Subway, Andheri East, Mumbai - 400069 Tel. : 022 · 7945 5000 Email : hdb.hrcompliance@hdbfs.com Web : www.hdbfs.com CIN - U65993GJ2007PLC051028

Ref:HDBF5/21-22/HRIC440572/App1/275597

March 29, 2022

Mr. Anubhav Kumar, Kolkata

Dear Anubhay,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SENIOR TELECALLING OFFICER on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.
- b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.
- c) Your duties and responsibilities will be explained to you on your joining the Company.
- d) You are initially assigned to our branch at PODDAR COURT. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other department, office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

eSigned using Aadhaa

(Loogality.com, EHER72P) Anuphay Kurtegistered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009. Page 1 of 5 Date: Wed Mar 30 15:37:48 IST 2022

DB SERVICE

in any manner or through any medium whatsoever including but not limited to newspaper, social media, email, SMS, internet, blog, social networking websites etc., which may directly or indirectly, defame or disparage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.

- v) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.
- w) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than April 13, 2022.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining :

- a) Copy of Educational Certificates and Mark sheets (Xth, XIIth, Graduation, Post Graduation)
- b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
- c) Duly signed duplicate copy of Appointment Letter
- d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Corporate Human Resources Department for necessary processing of your Salary.

Yours Sincerely, For HDB Financial Services Ltd.

Haballer

Ashish Ghatnekar Head - Human Resources & Operations

AGREED AND ACCEPTED

eSigned using Aadhaar (Leegaldy.com - EHER7ZP) Anubhay Kumar

Date: Wed Mar 30 15:37:48 IST 2022

Mr. Anubhav Kumar

Page 4 of 5

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Ref:HDBFS/21-22/HRIC440572/App1/275597

Personal Details	
Employee Name	
Mr. Anubhav Kumar	
Company	Joining Date
HDBFS	29/03/2022
Earnings	
Arrears Of Basic Salary	532
Arrears Of House Rent Allowance	213
Arrears Other Allowan	ce 271
Basic Salary	5500
House Rent Allowance	2200
Incentive/Stat Bonus	400
Other Allowance	2804
Gross	
Total Allowances	11920
Deductions	
ESIC	90
GMC FOS	28
GMC FOS Top Up	42
GPA Top Up	68
Professional Tax	110
Provident Fund	1092
Total Deductions	
Total Deduction	1430
Net	
Net Salary	10490

HDB FINANCIAL SERVICES

HDB Financial Services Limited 2nd Floor, Wilson House, Old Nagardas Road, Near Amboli Subway, Andheri East, Mumbai - 400069 Tel. : 022 - 7945 5000 Email : hdb.hrcompliance@hdbfs.com Web : www.hdbfs.com CIN - U65993GJ2007PLC051028

Ref:HDBFS/22-23/HRIC453067/Appt/281319

May 13, 2022

Ms. Arpita Haite, Kolkata

Dear Arpita,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SENIOR TELECALLING OFFICER on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.
- b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.
- c) Your duties and responsibilities will be explained to you on your joining the Company.
- d) You are initially assigned to our branch at STEPHEN HOUSE. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other department, office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009. Page 1 of 5



^{*n* any manner or through any medium whatsoever including but not limited to newspaper, social media, e-^{*n* any manner or through any medium whatsoever including but not limited to newspaper, social media, e-^{*n* any manner or through any medium whatsoever including but not limited to newspaper, social media, e-^{*n* any manner or through any medium whatsoever including but not limited to newspaper, social media, e-^{*n* any manner or through any medium whatsoever including but not limited to newspaper, social media, e-^{*n* any manner or through any medium whatsoever including but not limited to newspaper, social media, e-^{*n* any manner or through any medium whatsoever including but not limited to newspaper, social media, e-^{*n* any manner or through any medium whatsoever including but not limited to newspaper, social media, e-^{*n* any manner or through any medium whatsoever including but not limited to newspaper, social media, e-^{*n* any manner or through any medium whatsoever including but not limited to newspaper, social media, e-^{*n* any manner or through any medium whatsoever including but not limited to newspaper, social media, e-^{*n* any manner or through any medium whatsoever including but not limited to newspaper, social media, e-^{*n* any manner or through any medium whatsoever including but not limited to newspaper, social media, e-^{*n* any manner or through any medium whatsoever including but not limited to newspaper, social media, e-^{*n* any manner or through any medium whatsoever including but not limited to newspaper, social media, e-^{*n any manner* or through any medium whatsoever including but not limited to newspaper, social media, e-^{*n any manner* or through any medium whatsoever including but not limited to newspaper, social media, e-^{*n any manner* or through any medium whatsoever including but not limited to newspaper, social media, e-^{*n any manner* or through any medium whatsoever including but not limited to newspaper, social media, e-^{*n any manner* or through any m}}}}}}}}}}}}}}}}}}}}

 $_{Company.}^{\text{Any variation of the above terms and conditions will not be valid until expressly made in writing by the$

w) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than May 28, 2022.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

- a) Copy of Educational Certificates and Mark sheets (Xth, XIIth, Graduation, Post Graduation)
- b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
- c) Duly signed duplicate copy of Appointment Letter
- d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Corporate Human Resources Department for necessary processing of your Salary.

Yours Sincerely, For HDB Financial Services Ltd.

Ashish Ghatnekar Head - Human Resources & Operations

AGREED AND ACCEPTED

Ms. Arpita Haite

Ref:HDBFS/22-23/HRIC453067/Appt/281319

Page 4 of 5

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Annexure A

Compensation Breakup	
Ms	.]
ARPITA HAITE	
SENIOR TELECALLING OFFICER	
KOLKATA	
SUPERVISOR	1
 13-May-2022	
	HDBFS Monthly
66,000	5,500
26,400	2,200
33,648	2,804
11,952	996
1,38,000	11,500
4,092	
3,180	=
1,45,272	12,106
ESI will be 0.75% & 3.25%	
an as per Company Policy	
·	
1	Ms ARPITA HAITE SENIOR TELECALLING OFFICER KOLKATA SUPERVISOR 13-May-2022 66,000 26,400 33,648 11,952 1,38,000 4,092 3,180

Insurance as per Company Policy.

I accept the terms and conditions as mentioned in the Appointment letter.

Arpita Haite

~

Ref:HDBFS/22-23/HRIC453067/Appt/281319

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teleperformance.in

in /company/TeleperformanceIndiaOfficial

y /@TPIndiaOfficial

G /TeleperformanceIndiaOfficial

Emp Temp Code: 3312059511 Arpita Seal G 142 B P Township, Panchasayar, Kolkata - 700094, West Bengal, India

Contact No: +918513012399

Letter of Appointment

Dear Arpita,

With reference to the interviews you have had with us in the recent past, we are pleased to make you an Offer of Employment in our Company. Your Grade will be Grade I and you will be designated as Customer Service Associate- Voice. You are required to report for duties on February 15, 2022 ("Joining Date") at 9:30 AM or as per the agreed time during work hours.

Your employment will be as per the following terms and conditions:

- 1. Your remuneration is detailed in the enclosed Annexure I. All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.
- 2. Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.
- 3. The Company's business operates on a 24x7 basis and you may therefore be required to work in shifts including periodic night shifts. The work exigencies and the role may require you to extend your work-timings in accordance with the Working Hour & Attendance Policy. By accepting and signing this letter you affirm your willingness to abide by this requirement.
- 4. While your initial place of posting will be at an agreed place/Company's Office/Site at Kolkata, you are liable to be transferred to any department/office anywhere in India/Overseas, or a company/entity formed by the promoters or transferred/assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours/shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the *Transfer Policy* of the company. In the event of you being deputed overseas for training and operations you will be require to and shall sign all required documentation as per the rules, regulation and policies of the Company.
- 5. Your appointment will be on probation for a period of six months from the date of your joining the Company or for an extended period of time ("Probation Period") if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised otherwise in writing.
- 6. Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than 30 Days ("Notice Period") prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide 30 Days prior written notice to the Company, and the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

The Company at its discretion, during probation or on confirmation of your services thereof, without assigning any reason, can discontinue your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Gross Fixed salary (subject to tax).

Teleperformance Global Services Private Limited.

Victoria Park, Level-4th Floor, Plot- 37/2, Block - GN, Salt Lake Sector V, Kolkata - 700 091. India. I Tel: +91-033-66156500 -Registered Office: Teleperformance Towers, Plot CST No.1406-A/28, Mindspace, Goregaon - (W), Mumbai - 400104, Maharashtra, India. Tel: +91-22-66776000 | Fax: +91-22-66776010 | CIN: U72900MH2001PTC232120 | Email: contactus@teleperformance.com

Annexure I **Compensation Details**

Imployee Name:	Arpita Seal		
Designation:	Customer Service Associate- Voice		
Grade:	Grade I		
Date Of Joining:	ebruary 15, 2022		
City:	Kolkata		
Pay Components	Amount in Indian (INR)		
Basic Pay	7,874.00		
Housing Rent Allowance (HRA)	₹ 4,724.00		
Transport Allowance	0.00		
Flexible Benefit Plan	0.00		
Statutory Bonus#	656.00		
Gross Fixed Salary (1)	13,254.00 945.00		
Provident Fund (Employee) (2)	945.00		
ESIC (Employee) (3)	12,210.00		
Net Take Home [1-(2+3)]	945.00		
Provident Fund (Employer) (4)	431.00		
ESIC (Employer) (5)			
	379.00		
Gratuity* (6)	15,009.00		
Total Fixed Cost (1+4+5+6)	180,108.00		
Annual Fixed CTC	the second s		
Annual Performance Pay**	0 % of Annual Fixed CTC		
Annual Performance Linked Incentive (PLI)	0.00		

For Teleperformance Global Service Private Limited,

(attany.

Preeti Amit Shirke Senior Vice President - Talent Acquisition

*Gratuity shall be payable as per "The Payment of Gratuity Act".

**Performance Pay will be payable subject to assessed performance achievement level, the pay-out criteria and the frequency, as per the "Performance Pay policy/ note. #Statutory Bonus is paid monthly as per "The Payment of Bonus Act".

All Reimbursements will be paid as per prevailing Income Tax rules and company policies in effect

The above compensation will be subject to Income Tax regulations in force from time to time.

 The above compensation is subject to deduction towards Medi-claim Insurance, transport, if/as applicable and any other statutory deduction/contribution including Professional Tax, labour

 Any Incentive payable, as part of the compensation structure or otherwise, shall have a "Minimum Attendance Threshold/Performance" as qualifying criteria for such payout.

Employee Signature Employee Name

Arpita Seal

Date: February 12, 2022 with

V /@TPIndiaOfficial

7. //eleperformanceIndiaOfficial

Emp Temp Code: 3312059465 Avijit Das 3/31a, Arabinda Nagar Vic Regent Park.circus Avenue Kolkata 700040. West Bengal, India

Dear Avijit,

Letter of Appointment

With reference to the interviews you have had with us in the recent past, we are pleased to make you an Offer of Employment in our Company. Your Grade will be Grade I and you will be designated as Customer Service Associate- Voice. You are required to report for duties on February 12, 2022 ("Joining Date") at 9:30 AM or

Your employment will be as per the following terms and conditions:

- 1. Your remuneration is detailed in the enclosed Annexure I. All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.
- 2. Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.
- 3. The Company's business operates on a 24x7 basis and you may therefore be required to work in shifts including periodic night shifts. The work exigencies and the role may require you to extend your work-timings in accordance with the Working Hour & Attendance Policy. By accepting and signing this letter you affirm your willingness to abide by this requirement.
- 4. While your initial place of posting will be at an agreed place/Company's Office/Site at Kolkata, you are liable to be transferred to any department/office anywhere in India/Overseas, or a company/entity formed by the promoters or transferred/assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours/shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the Transfer Policy of the company. In the event of you being deputed overseas for training and operations you will be require to and shall sign all required documentation as per the rules, regulation and policies of the Company.
- 5. Your appointment will be on probation for a period of six months from the date of your joining the Company or fo: an extended period of time ("Probation Period") if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised
- 6. Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than 30 Days ("Notice Period") prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide 30 Days prior written notice to the Company, and the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

The Company at its discretion, during probation or on confirmation of your services thereof, without assigning any reason, can discontinue your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Gross Fixed salary (subject to tax).

Teleperformance Global Services Private Limited.

Victoria Park, Level-4th Floor, Plot- 37/2, Block - GN, Salt Lake Sector V, Kolkata - 700 091. India. I Tel: +91-033-66156500 Registered Office: Teleperformance Towers, Plot CST No.1406-A/28, Mindspace, Goregaon - (W), Mumbai - 400104, Maharashtra, India. Tel: +91-22-66776000 | Fax: +91-22-66776010 | CIN: U72900MH2001PTC232120 | Email: contactus@teleperformance.com



TELEPERFORMANCE GLOBAL SERVICES PRIVATE LIMITED

Intelenet House, Plot CST No 1406-A/28, Mindspace, Malad (West), Mumbai-400090, India

P Teleperformance

Gross Earnings				8.047.00	Total Deductions	635.0
Advance Statutory Bonus	656.00	398.00	0.00	398,00		
House Rent Allowance	4724.00	2868.00	0.00	2868.00	ESIC	61.0
Basic Salary	7874.00	4781.00	0.00	4781.00	Provident Fund	574.1
Earnings	Monthly Rate	Current Month	Arrears	Total	Deductions	Amour
Esic Account Number						
UAN Number					LOP	0
Date of Birth		23 Jul 1997			Paid Leave	0
Date of Joining		12 Feb 2022			Previous Monthly LOP	0
Bank Account Number 32703671360		Designation CUSTOMER Days Worked 17	17			
Payment Mode Bank Transfer			CUSTOMER SERVICE ASSOCIATE- VOICE			
Bank Name		STATE BANK OF IND	IIA		Grade	Grade I
Employee Name		Avijit Das			Location	Kolkata
Employee Code		10000000629132			PF Account Number	

Net Salary : 7,412.00

In words : Seven Thousand Four Hundred Twelve Only (All Amount Is In)

Particular	Cumulative	Projected	Current	Annual		Details Of I	Exemption U/S 10		
Basic Salary	0.00	7874.00	4781.00	12655.00	Conveyance Exem	ption			0
House Rent	0.00	4724.00	2868.00	7592.00	Driver Allowance E	xemption			c
Allowance	1034288	122515	122353	Sinters.	Food Coupon Exer	mption			0
Advance Statutory Bonus	0.00	656.00	396.00	1054.00	Gratuity Exemption	1			(
					Leave Travel Exen	nption			
Salary For The Year			21301.00	Telephone Exempl	lion			¢	
Gross Salary				21301.00	-	Invest	ment Details		_
				21301.00	PE, VPE			1	1519.00
			110.00	2					
			50000.00						
Less : Deduction Und	A CALLER AND A COMPANY STOCK			1519.00	Monthly Tax deducted in Salary				
Less . Production of	101 2001011 0000			1012.00	Month	One Time Tax	Monthly Tax	Total Tax	
Income Tax Dedu	oction				February	0	0	0	-
87A				0.00			~	•	
Income Tax Payable				0.00					
Surcharge				0.00					
Education Cess				0.00					
Total Income Tax & 5	lurcharge Payable			0.00					
Esop Tax to be Reco	vered in this Month			0.00					
Esop Tax Already De	ducted			0.00					
Less Tax Deducted a	t source till current mor	th .		0.00					
Less Tax Deducted b	y Previous Employer			0.00					
Balance Tax Payable	Refundable			0.00					
Average Tax Pay	able per Month			0.00					

Email : hdb.hrcompliance@hdbts.com Web : www.hdbfs.com CIN - U65993GJ2007PLC051028

March 3, 2022

Ref:HDBF5/21-22/HRIC433165/Appt/272242

Ms. Ayantika Santra, Kolkata

Dear Ayantika,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SENIOR TELECALLING OFFICER on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

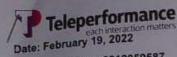
Terms and Conditions:

- a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary an amount equivalent to your an amount be company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.
- b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.
- c) Your duties and responsibilities will be explained to you on your joining the Company.
- d) You are initially assigned to our branch at PODDAR COURT. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other department, office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

and any com Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009.

Annexure A

HDB FINANCIAL	Compensation Breakup	
Salutation	Ms.	
Name	AYANTIKA SANTRA	
Role	SEMOR TELECALLING OFFICER	
Location	KOLKATA	
Reporting to	SUPERVISOR	
Date of Offer	03-Mar-2022	
Annual Compensation Break up		HDBPS Monthly
Dasic	66,000	5,500
HRA	26,400	2,200
Other Allowance	33,648	2,804
Provident Fund (Employer's contribution)	11,952	996
Gross Selary (A)	1,38,000	11,500
ESIC (Employer's contribution](B)	4,092	
Gratuity (C)	3,180	1
Total Found Compensation (D=A+B+C)	1,45,272	12,106
Note: This Offer is subject to positive reference che		
This Offer is subject to positive reference cher consent for candidature of the Company will t your Credit report. Employee and Employer's contribution toward respectively	ts ESI will be 0.75% & 3.25%	
You will be entitled to Performance Incentive		
Gratuity is as per "The Payment of Gratuity A	d*	
Insurance as per Company Policy.		
Insurance as per Company Policy. I accept the terms and conditions as mention aStored using Aadhaar Stored using Aadhaar Stored using Aadhaar Stored using Aadhaar Date: Tue Marcle 11;00:56 IST 20/2		
Avantika Santra	Ref:HDBFS/21-22/HRIC43316	5/Appt/2722



teleperformance.in

Company/TeleperformanceIndiaOfficial

J@TPIndiaOfficial

/TeleperformanceIndiaOfficial

Emp Temp Code: 3312059587

Uttar Panchpota, Garia Shibtala, Rajpur Sonarpur, South 24 Parganas -700152, West Bengal, India

Letter of Appointment

Dear Debajit,

With reference to the interviews you have had with us in the recent past, we are pleased to make you an Offer of Employment in our Company. Your Grade will be Grade I and you will be designated as Customer Service Associate- Voice. You are required to report for duties on February 19, 2022 ("Joining Date") at 9:30 AM or as per the agreed time during work hours.

Your employment will be as per the following terms and conditions:

- 1. Your remuneration is detailed in the enclosed Annexure I. All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.
- 2. Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.
- 3. The Company's business operates on a 24x7 basis and you may therefore be required to work in shifts including periodic night shifts. The work exigencies and the role may require you to extend your work-timings in accordance with the Working Hour & Attendance Policy. By accepting and signing this letter you affirm your willingness to abide by this requirement.
- 4. While your initial place of posting will be at an agreed place/Company's Office/Site at Kolkata, you are liable to be transferred to any department/office anywhere in India/Overseas, or a company/entity formed by the promoters or transferred/assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours/shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the Transfer Policy of the company. In the event of you being deputed overseas for training and operations you will be require to and shall sign all required documentation as per the rules, regulation and policies of the Company.
- 5. Your appointment will be on probation for a period of six months from the date of your joining the Company or for an extended period of time ("Probation Period") if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised otherwise in writing.
- 6. Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than 30 Days ("Notice Period") prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide 30 Days prior written notice to the Company, and the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

The Company at its discretion, during probation or on confirmation of your services thereof, without assigning any reason, can discontinue your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Gross Fixed salary (subject to tax).

Teleperformance Global Services Private Limited.

Unit 1306 & 1305, Tower II, Godrej Waterside, Plot 5, Salt Lake, Sec V, Kolkata - 700091, India. I Tel: +91-033-66133033 Registered Office: Teleperformance Towers, Plot CST No.1406-A/28, Mindspace, Goregaon - (W), Mumbai - 400104, Maharashtra, India. Tel: +91-22-66776000 | Fax: +91-22-66776010 | CIN: U72900MH2001PTC232120 | Email: contactus@teleperformance.com

elepertormance

Enu Terra Cute: 3312038587

Annexure 1

Emantry en Namer Designation	Customer Service Assorance Varia Customer Service Assorance Varia Oração 1		
Gradt Date Of Journing City	Problems 19: 3622 Kolvata Amount in Indian (India)		
Pay Components Basic Pay Hocking Rent Alcowance (HRA) Hocking Rent Alcowance (HRA) Transport Alcowance Factors Factors Factors Faced Satary (1) Processore Fund (Employee) (2) EBIC (Finishance) (3) Net Take Home (1-(2+3)) Processore Fund (Employee) (4)	5,536.30 8,3,622.00 0,00 0,00 503.00 10,165,00 724.05 76.00 9,361.99 724.05 76.00 9,361.99 724.05 50.00		
ESIC (Employer) (5)	250.00		
Total Fixed Cost (1+4+5+6)	11,505,00		
Annual Fined CTC Annual Performance Pay** Annual Performance Linkod Incentive (PLI)	0 % of Annual Fixed CTC 0.05		

For Taleperformance Glassal Service Private Limited

Cart and

Preeti Amit Shirke Senior Vice President - Talent Acquisition

"Gratuity shall be payable as per "The Payment of Gratuity Act". "Performance Pay will be payable subject to assessed performance activiziament level, the pay-out criteria and the frequency, as per the "Performance Pay policy" note. #Statutory Bonus is paid monthly as per "The Payment of Bonus Act".

+ All Reindurgements will be paid as per prevailing income Tax rules and company policies in effect

- . The above componisation will be subject to income Tax regulations in force from time to time.
- * The above compensation is subject to deduction towards Medi-claim Insurance, transport, Was applicable and any other statutory deduction/contribution including Professional Tax, when it
- Any incentive payable, as part of the compensation structure or otherwise, shall have a "Minimum Attendance ThresholdPerformance" as qualifying criteria for such payout,

Employee Signature	Accepted On 19 Feb 2222 dsbjthose359@gmail.com
Employee Name	Debajt Bose



V5 GLOBAL SERVICES PRIVATE LIMITED.

B1, H5 Second Floor, Deutsche BMW showroom, Mohan cooperative industrial area, Near Haldiram Pin Code – 110044 website: www.v5global.com. CIN-U72300DL2005PTC140952

Employee ID: V5231919

Employment Agreement

The Employment Agreement (Agreement) is made on this day of 06 Apr 2022

BETWEEN

- V5 Global Services Private Limited, a company incorporated under the Companies Act. 1956 with its registered office at B1, H5 Second Floor, Deutsche BMW showroom, Mohan cooperative industrial area, Near Haldiram Pin Code – 110044 website: www.v5global.com. CIN-U72300DL2005PTC140952 (hereinafter referred to as the "Company" which expression shall, be deemed to mean and include its successors, affiliates and permitted assigns); and
- Ms Hrittika Bhattacharjee, an Indian national, son/daughter of Debasish Bhattacharjee, currently residing at B/56 Satyajit Park, Bansdroni, Satyajit Ray's Statue, Kolkata 700070, contact number 8583935674 (hereinafter referred to as the "Employee").

(The Employee and the Company are hereinafter individually referred to as a Party and collectively as the Parties.)

WHEREAS

- A. The Company is engaged in the business of various Marketing and Manpower outsourcing services.
- B. The Company requires the services of an efficient, qualified, capable and experienced person to act as CRO for a project titled Airtel COCO which the Company is undertaking for Airtel COCO (Project Company).
- C. The Employee has represented to the Company that the Employee has the necessary qualifications, experience, and capability for the Position (as hereInafter defined) and has expressed his/her willingness to accept the appointment and act as CRO of the Project.
- D. The Company has agreed to appoint the Employee as CRO for the Project and the Employee has agreed to accept the appointment as CRO for the Project, on the terms and conditions hereinafter contained and in the Company Policy (as hereinafter defined), (Employment).
- E. The Parties are desirous of recording in writing the terms and conditions of the Employment.
- NOW THEREFORE in consideration of the premises and mutual agreements and covenants contained in this Agreement and other good and valuable consideration (the receipt and adequacy of which are hereby mutually acknowledged), each of the Parties with the intent to be legally bound hereby covenant and agree as follows.

1. DEFINITIONS AND INTERPRETATION

In this Agreement, capitalised terms shall have the respective meaning given to them in the Preamble and Clause 1.1

1.1 Definitions

The following definitions constitute part and parcel of this Agreement:

(a) Affiliate; (b) Confidential Information; and (c) Intellectual Property. These definitions are available at the official website of the Company bearing the following link: isp.v5global.co.in. All employees are advised to read these definitions since they constitute an Integral part of this Agreement.

2. APPOINTMENT, REMUNERATION AND RESPONSIBILITIES

2.1 The Company hereby appoints the Employee as CRO for the Project Airtel - COCO and in consideration for rendering the services and performing the obligation as described herein, the Employee shall be entitled to the remuneration package as specified in Annexure 1.

B1, H5 Second Floor, Deutsche BMW showroom, Mohan cooperative Industrial area, Near Haldiram Pin Code – 110044 website: www.v5global.com. CIN-U72300DL2005PTC140952

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OBAL SERVICES PRIVATE LIMITED.



woond Floor, Deutsche BMW showroom, Mohan cooperative industrial area, Near Haldiram Pin Code - 110044

www.v5global.com. CIN-U72300DL2005PTC140952

The Company shall be free to assign all or part of its rights hereunder to any party without the consent of the The Company of the Employee shall not be entitled to assign or transfer any of his/her rights, benefits or

15.2 Statutory deductions

Any and all taxes including those taxes which arise from any payments, benefits, etc. received by the Employee from the Company during the Term shall be borne by the Employee and the Company assumes no responsibility for the Employee's personal tax affairs or the liability of such payments and benefits. The Company may deduct or withhold any amounts prior to effecting any payments or benefits to the Employee in terms of this Agreement, in accordance with any provisions of Applicable Law, including The Employees Provident Fund and Miscellaneous Provisions Act, 1952, and Employees State Insurance Act, 1948. Additionally, the Company may make statutory payments which the Employee may be entitled to under Applicable Law, including The Payment of Bonus Act, 1965 and the Payment of Gratuity Act, 1972.

15.3 The Employee shall be provided appointment letter, monthly salary slips and all other official letters/communique to his/her email address registered with the Company.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE EXECUTED THESE PRESENTS THE DAY AND YEAR FIRST INDICATED ABOVE.

For V5 Global Services Private Limited

Authorised Signatory

I have no objection in sharing my personal information and documents, including but not limited to Government Issued Id, Name, Father's Name, Gender, Date of Birth, Addresses, Mobile Number, Email Id, Education Record(S), Employment Record(s), Professional Reference details with OnGrid (Handy Online Solutions Private Limited), and I provide my consent to use this information for the purpose of background checks and verifications.

Signature of the Employee

Ms Hrittika Bhattacharjee

B1, H5 Second Floor, Deutsche BMW showroom, Mohan cooperative Industrial area, Near Haldiram Pin Code – 110044 website: www.v5global.com. CIN-U72300DL2005PTC140952

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JALOBAL SERVICES PRIVATE LIMITED.



THE Becond Floor, Deutsche BMW showroom, Mohan cooperative industrial area, Near Haldiram Pin Code - 110044 website: www.v5global.com. CIN-U72300DL2005PTC140952

Annexure 1 **Remuneration Package**

Your Fixed cost to Company is Rs. 16510/- per month (Sixteen Thousand Five Hundred Ten Only including, PF, ESI Contributions - Employer /Employee, Bonus, Gratuity and Insurance, if applicable)

GROSS	SALARY	STATUTORY BENEFITS		
Basic + DA	Rs. 8256/-	PF Employer	Rs. 1352/-	
HRA	Rs. 3302/-	PF Admin	Rs. 56/-	
Other Allowances	Rs. 3014/-	ESIC Employer	Rs. 474/-	
алар Танулар Хайланан Кайлан на танан Кантан канарыктан калар калар калар калар калар калар калар калар калар к	. 1991 He Julie State of the Instance is a subject to an a subject to an a subject to the	EDLI Employer	Rs. 56/-	
GROSS SALARY TOTAL	Rs. 14572/-	STATUTORY TOTAL	Rs. 1938/-	
PF Employee	Rs. 1352/-			
ESIC Employee	Rs. 110/-	Monthly Variable	Rs. 0/-	
Professional Tax	Rs. 110/-	Monthly Variable - CTC	Rs. 0/-	
NET SALARY	Rs. 13000/-	COST TO COMPANY (Gross + Statutory Benefits)	Rs. 16510/-	

Please Note - Incentives are payable subject to NHIP Certification

The performance of your daily job activities require you to keep an android phone, which should be arranged by you post joining.

Professional Tax, Labour welfare fund & other statutory contribution as envisage under the prevailing Acts & Rules of respective state govt. shall be applicable. You will be entitled to Bonus as per the payment of Bonus Act, in case applicable in your case and mentioned as a part of your CTC.

**ESIC on variable income will be deducted on the basis of actual variable due based on the performance. Variable incentives will be paid proportionately as per individual's performance, i.e. based on target vs achievement, to be decided by the appropriate authority.

Variable incentive will be calculated and paid on a monthly basis.

Variable incentive will be paid on Monthly basis based on your performance as per the current scheme announced by company from time to time subject to fulfillment of certain prescribed conditions.

N.B.: The Employee is required to submit the following documents before commencing employment with the Company.

1) Acceptance of the offer letter.

2) All Mark sheets & Certificates

3) Two professional References with designation address and Telephone number.

4) 3 Passport size photographs.

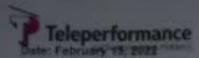
5) Permanent Address proof like copy of electricity bill / voter ld.

- 6) Acceptance of Resignation Letter
- 7) Health/ Fitness Certificate

710947-06042022-77630

- 8) Last salary slip
- 9) Copy of Pan Card

B1. H5 Second Floor, Deutsche BMW showroom, Mohan cooperative Industrial area, Near Haldiram Pin Code - 110044 website: www.v5global.com, CIN-U72300DL2005PTC140952



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CONTRACTOR DE CONTRACTOR DE LA CONTRACTÓRIA DE LA CONTRACTÓRIA

ALL TRANSPORTED BY

Celepethrmanicestasterate

Emp Temp Goda: 3312019521 Kaushikee Blawas Kumor Para, 1st Lene, Rajpur Sonarpur, South 24 Parganas - 700103, West Bangal, India

Contact No: +918210846343.

Letter of Appointment

Dear Kaustlikee,

With reference to the interviews you have had with us in the recent past, we are ploated to make you an Offer of Employment in our Company. Your Grade will be Grade I and you will be designated as Customer Service Associate- Volce. You are required to report for dulies on February 15, 2022 ("Joining Date") at 9:30 AM or might be designed time during work hours.

Your employment will be as per the following terms and conditions:

- Your remuneration is detailed in the enclosed Annexure I. All tax labities arising out of your ontre compensation package, prosect or future, shall be borne by you.
- Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.
- 3 The Company's business operates on a 24x7 basis and you may therefore be required to work in shifts including partiadic night shifts. The work exigencies and the tole may require you to extend your work-timings in accordance with the Working Hour & Attendance Policy. By accepting and signing this letter you affirm your wittingness to ablde by this requirement.
- 4 While your initial place of posting will be at an agreed place/Company's Office/Site at Kolkata, you are liable to be transferred to any department/office anywhere in India/Overseas, or a company/entry formed by the promoters or transferred/assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours/shift timings could be changed periodically depending on the vork/process requirements. All such transfers shall be governed by the Transfer Pakey of the company in the event of you being deputed overscas for training and operations you will be require to and shall sign all required documentation as per the rules, regulation and policies of the Company.
- 5. Your appointment will be an probation for a period of six months from the date of your joining the Company or for an extended period of time ("Probation Period") if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advated otherware in writing.
- 6. Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than 30 Days ("Notice Period") prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide 30 Days prior written notice to the Company, and the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

The Company at its discretion, during probation or on confirmation of your services thereof, without assigning any reason, can discontinue your employment on payment in teu of Notice Period. Such payment will be calculated pro-rate on the basis of your current Gross Fixed salary (subject to tax).

Teleperformance Global Services Private Limited.

Victoria Park, Level-4th Floor, Plot- 37/2, Block - GN, Salt Lake Sector V, Kolkata - 700 091. India. (Tel: +91-033-66156500 Registered Office: Teleperformance Sowers, Plot CST No.1406-A/28, Mindspace, Goregaon - (W), Mumbai - 400304, Maharashtra, India. Tel: +91-22-66776000 | Fax: +91-22-66776010 | CIN: U72900MH2001PTC232120 | Email: contactus@teleperformance.com 11:13 PN

Emp Temp Code : 3312059521

Annexure I Compensation Detail

Teleperformance

Designation: Grade:	Kaustykee Browse
Date Of Joining: City:	Customer Service Associate Voice Grade I February 15, 2022 Kolkata
Pay Components Basic Pay	Amount in Indian (INR)
Housing Rent Allowance (HRA) Transport Allowance	7,874.00 ₹ 4,724.00
Flexible Benefit Plan Statutory Bonusă	0.00
Gross Fixed Salary (1) Provident Fund (Employee) (2)	668.00 13,254,02
ESIC (Employee) (3) Net Take Home [1-(2+3)]	945.00 99.00 12,210.00
Provident Fund (Employar) (4) ESRC (Employer) (5)	945.00
Gratuity" (B)	379.00
Total Fixed Cest (1+4+5+6)	15.009,90
Annual Fixed CTC	180,106.00
Annual Performance Pay**	0 % of Annual Fixed CTC
Annual Performance Linked Incentive (PLI)	0.00

For Teleperformance Global Service Private Limited,

(attants

Preeti Amit Shirke Senior Vice President - Talent Acquisition

"Gratuity shall be payable as per "The Payment of Gratuity Act".

"Performance Pay will be payable subject to assessed performance achievement lever, the pay-out creeris and the frequency, as par the "Performance Pay policy! note. #Statutory Bonus is paid monthly as per "The Payment of Bonus Act".

· All Reimbursements will be paid as per prevailing Income Tax rules and company policies in effect

. The above compensation will be subject to income Tax regulations in force from time to sme.

The above compensation is subject to deduction towards Medi-claim Insurance, transport, itlas
 applicable and any other statutory deduction/contribution including Professional Tax, labour

Any incentive payable, as part of the compensation structure or otherwise, shall have a
 "Minimum Attendance Threshold/Performance" as qualifying criteria for such payout.

Employee Signature	
Employee Name	Kaustrikee Biseau



HDB Financial Services Limited 2nd Floor, Wilson House, Old Nagardas Road, Near Amboli Subway, Andheri East, Mumbai - 400069 Tel. : 022 - 7945 5000 Email : hdb.hrcompliance@hdbfs.com Web :www.hdbfs.com CIN - U65993GJ2007PLC051028

Ref:HDBFS/21-22/HR1C430971/Appt/271197

February 22, 2022+

Mr. Nilay Guha, Kolkata

Dear Nilay .

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SENIOR TELECALLING OFFICER on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions;

- a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your 3 (one) with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your 3 (one) with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu of the your salary in lieu thereof.
- b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.
- c) Your duties and responsibilities will be explained to you on your joining the Company.
- d) You are initially assigned to our branch at JESSORE ROAD. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other department, office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009

Annexure A

and the second se	Compensation Breakup	
iutation .	Mr.	
Ime	NILAY GUHA	
sier	SENTOR TELECALLING OFFICER	
cation.	KOLKATA	
eporting to	SUPERVISOR	
ate of Offer	22-Feb-2022	
nnual Compensation Break up		HDB/S Monthly
asic	66,000	5,500
RA	26,400	7,200
ther Allowance	33,648	2,804
movident Fund (Employer's contribution)	11,952	.996
Gross Salary (A)	1,38,000	11,500
ESIC (Employer's contribution)(8)	4,092	
Gratuity	3,186	
Not	e:	
Not This Offer is subject to positive reference d consent for candidature of the Company wi your Credit report.	hecks & Credit Bureau check. Your If be considered as consent for accessing	
Not This Offer is subject to positive reference of consent for candidature of the Company we your Credit report. Employee and Employer's contribution town respectively	hecks & Credit Bureau check. Your If be considered as consent for accessing ards ESI will be 0.75% & 3.25%	
Not This Offer is subject to positive reference of consent for candidature of the Company we your Credit report. Employee and Employer's contribution towar respectively You will be entitled to Performance Incention	hecks & Credit Bureau check. Your Il be considered as consent for accessing ards ESI will be 0.75% & 3.25% ve Plan as per Company Policy	
Not This Offer is subject to positive reference of consent for candidature of the Company we your Credit report. Employee and Employer's contribution towork respectively You will be entitled to Performance Incently Gratuity is as per "The Payment of Grability	hecks & Credit Bureau check. Your Il be considered as consent for accessing ards ESI will be 0.75% & 3.25% ve Plan as per Company Policy	
Not This Offer is subject to positive reference of consent for candidature of the Company we your Credit report. Employee and Employer's contribution towar respectively You will be entitled to Performance Incention	hecks & Credit Burnau check. Your II be considered as consent for accessing ards ESI will be 0.75% & 3.25% ve Plan as per Company Policy y Act ⁴ .	



HDB Financial Services Limited 2nd Floor, Wilson House, Old Nagardas Road, Near Amboli Subway, Andheri East, Mumbai - 400069 Tel. : 022 - 7945 5000 Email : hdb.hrcompliance@hdbfs.com Web : www.hdbfs.com CIN - U65993GJ2007PLC051028

March 3, 2022

Ref:HDBFS/21-22/HRIC433143/Appt/272232

Ms. Arpita Routh, Kolkata

Dear Arpita,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SENIOR TELECALLING OFFICER on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary an amount equivalent to your an amount be company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.
- b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.
- c) Your duties and responsibilities will be explained to you on your joining the Company.
- d) You are initially assigned to our branch at PODDAR COURT. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other department, office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

Annexure A

HDB ^{FINANCIAL}	Compensation Breakup	
Salutation	Ms.	
Name	ARPITA ROUTH	
Role	SENIOR TELECALLING OFFICER	1
Location	KOLKATA	
Reporting to	SUPERVISOR	
Date of Offer	03-Mar-2022	
Annual Compensation Break up		HDBFS Monthly
Basic	66,000	5,500
HRA	26,400	2,200
Other Allowance	33,648	2,804
Provident Fund (Employer's contribution)	11,952	996
Gross Salary (A)	1,38,000	11,500
ESIC (Employer's contribution)(B)	4,092	
Gratuity (C)	3,180	
Total Fixed Compensation (D=A+B+C)	1,45,272	12,106
Note	8	
This Offer is subject to positive reference ch consent for candidature of the Company will your Credit report.	ecks & Credit Bureau check. Your be considered as consent for accessing	
Employee and Employer's contribution towar respectively	rds ESI will be 0.75% & 3.25%	5
You will be entitled to Performance Incentive	e Plan as per Company Policy	
Gratuity is as per "The Payment of Gratuity	Act".	
Insurance as per Company Policy.		1
I accept the terms and conditions as mentio eSigned using Aadhaar (Leegality.com - 0GEmvZC) Arpita Routh Date: Set Mar 12 14:43:08 IST 2022	ned in the Appointment letter.	
Arpita Routh		
and the second se	A MARK MARK THE SHOP	3/Appt/27223

Ref:HDBFS/21-22/HRIC433143/Appt/272232

Page 5 of 5

CN022252282

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment

with Telephone no. & E-mail address

- (a) Name of Apprentice (Block Letters)
 (b) Father's/Mother's /Spouse's Name
- 3. Address of apprentice
- 4. Gender

- 5. Date of Birth
- (a) Whether belongs to SC/ST/OBC/PwD/ Minority
 (b) Name of the Category
- 7. Educational Qualification (Highest)
- (a) Category of Apprenticeship
 (b) Name of the trade for which Apprentice is training
- 9. (a) Whether Basic Training is to be provided as part of Apprenticeship
 (b) If Basic Training is exempt - reason for exemption
 (i) Name of the Course
 (ii) Duration of Training/Course
 (iii) Name of the Institute
 (iv) Name of the Sector Skill Council (if applicable)
- Apprenticeship Training duration (Total)

 (a) Duration of Basic Training
 Period of Basic Training
 (b) Duration of On-the-Job Training
 Period of On-the-Job Training
 (c) Training Type
- Apprenticeship Training Location

 (a) Name and address of facility where Basic Training is
 to be provided
 - (b) Name and address of the facility where On-the-Job Training is to be provided

- : 011-61293506 : vikas kalra@hdbfs.com : ARPITA LODH CHOWDHURY (A0222160059)
- : Bivas Lodh Chowdhury

: HDB Financial Services Limited (E12192400210)

: Radhika, Second Floor, AhmedabadAhmadabad, Gujarat

- : 44 C Subhas Pally Regent Estate, Kolkata, Kolkata, West Bengal
- : Female
- : 27-10-2000
- : No : General

: Graduate - B.A.

- : Optional : Business Correspondent/Facilitator
- : No : Graduate : N/A : University of Calcutta : N/A
 - : 2184 Hours : N/A : N/A : 2184 Hours : From 19-02-2022 to 18-02-2023 : Sequential

: Delhi : N/A : HDB Financial Services Limited Delhi

New Delhi Delhi

12. (a) Date of execution of contract : 22-02-2022 (b) Age of Apprentice on the date of execution of contract : 21 years, 3 months and 26 days

 Is the establishment opting for benefits under NAPS*? Yes *If yes, Annexure 2 to this contract will also be applicable.

 14. Monthly stipend amount
 9000

 (a) During 1st year of training
 9000

 (b) During 2nd year of training
 N/A





HDB Financial Services Limited 2nd Floor, Wilson House, Old Nagardas Road, Near Amboli Subway, Andheri East, Mumbai - 400069 Tel. : 022 - 7945 5000 Email : hdb.hrcompliance@hdbfs.com Web : www.hdbfs.com CIN - U65993GJ2007PLC051028

Ref:HDBFS/21-22/HRIC433108/Appt/272229

March 3, 2022

Mr. Saikat Chowdhury, Kolkata

Dear Saikat,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SENIOR TELECALLING OFFICER on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

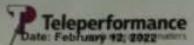
- a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in the Company and you may be required to serve the applicable notice period
- b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.
- c) Your duties and responsibilities will be explained to you on your joining the Company.
- d) You are initially assigned to our branch at PODDAR COURT. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other department, office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

Annexure A

HDB FINANCIAL	Compensation Breakup		
Salutation	Mr.		
Name	SAIKAT CHOWDHURY		
Role	SENIOR TELECALLING OFFICER		
Location	KOLKATA		
Reporting to	SUPERVISOR		
Date of Offer	03-Mar-2022		
Annual Compensation Break up		HDBFS Monthly	
Basic	66,000	5,500	
HRA	26,400	2,200	
Other Allowance	33,648	2,804	
Provident Fund (Employer's contribution)	11,952	996	
Gross Salary (A)	1,38,000	11,500	
ESIC (Employer's contribution)(B)	4,092		
Gratuity (C)	3,180		
Total Fixed Compensation (D=A+B+C)	1,45,272	12,106	
Not This Offer is subject to positive reference c consent for candidature of the Company wi your Credit report.	hecks & Credit Bureau check. Your		
Employee and Employer's contribution tow respectively	ards ESI will be 0.75% & 3.25%	e.	
You will be entitled to Performance Incentiv	ve Plan as per Company Policy	8	
Gratuity is as per "The Payment of Gratuity	/ Act".		
Insurance as per Company Policy.			
I accept the terms and conditions as menti eSigned using Aadhaar (Leegality.com - zvzmrng) Saikat Chowdhury Date: Wed Mar 09 14:48:12 JST 2022 Saikat Chowdhury	oned in the Appointment letter.		
Achatha			

Ref:HDBFS/21-22/HRIC433108/Appt/272229

Page 5 of 5



Emp Temp Code: 3312059461 Snehasish Sil 1/31 Rajendra Prasad: Colony,tollygunge,h.o. Kolkata - 700033, West Bengal, India

Contact No: +918910049167

Letter of Appointment

teleperformance.in

Dear Snehasish,

With reference to the interviews you have had with us in the recent past, we are pleased to make you an Offer of Employment in our Company. Your Grade will be Grade I and you will be designated as Customer Service Associate- Voice. You are required to report for duties on February 12, 2022 ("Joining Date") at 9:30 AM or as per the agreed time during work hours.

Your employment will be as per the following terms and conditions:

- 1. Your remuneration is detailed in the enclosed Annexure I. All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.
- Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.
- 3. The Company's business operates on a 24x7 basis and you may therefore be required to work in shifts including periodic night shifts. The work exigencies and the role may require you to extend your work-timings in accordance with the Working Hour & Attendance Policy. By accepting and signing this letter you affirm your willingness to abide by this requirement.
- 4. While your initial place of posting will be at an agreed place/Company's Office/Site at Kolkata, you are liable to be transferred to any department/office anywhere in India/Overseas, or a company/entity formed by the promoters or transferred/assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours/shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the *Transfer Policy* of the company. In the event of you being deputed overseas for training and operations you will be require to and shall sign all required documentation as per the rules, regulation and policies of the Company.
- 5. Your appointment will be on probation for a period of six months from the date of your joining the Company or for an extended period of time ("Probation Period") if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised otherwise in writing.
- 6. Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than 30 Days ("Notice Period") prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide 30 Days prior written notice to the Company, and the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

The Company at its discretion, during probation or on confirmation of your services thereof, without assigning any reason, can discontinue your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Gross Fixed salary (subject to tax).

performance Global Services Private Limited.

Intered Office: Teleperformance Towers, Plot CST No.1406-A/28, Mindspace, Goregaon - (W), Mumbai - 400104, Maharashtra, India. +91-22-66775000 | Fax: +91-22-66776010 | CIN: U72900MH2001PTC232120 | Email: contactus@teleperformance_C0.111 PM

In /company/Teleperformanceindu/Official

VITPinduOfficial

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TELEPERFORMANCE GLOBAL SERVICES PRIVATE LIMITED

Intelenet House,Plot CST No 1405-A/28,Mindspace,Malad(West),Mumbai-400090,India

P Teleperformance

Gross Earnings				8,047.00	Total Deductions	635.0
Advance Statutory Bonus	656.00	396.00	0.00	398.00		
House Rent Allowance	4724.00	2868.00	0.00	2868.00	ESIC	61.0
Basic Salary	7874.00	4781.00	0.00	4781.00	Provident Fund	\$74.0
Earnings	Monthly Rate	Current Month	Arrears	Total	Deductions	Amour
Esic Account Number						
UAN Number					LOP	0
Date of Birth		06 Apr 2000			Paid Leave	0
Date of Joining		12 Feb 2022			Previous Monthly LOP	0
Bank Account Number		1415101017058			Days Worked	17
Payment Mode		Bank Transfer			Designation	CUSTOMER SERVICE ASSOCIATE- VOICE
Bank Name		Canara Bank			Grade	Grade I
Employee Name		Snehasish Sil			Location	Kolkata
Employee Code		10000000629155			PF Account Number	

Net Salary : 7,412.00

In words : Seven Thousand Four Hundred Twelve Only (All Amount Is In)

Particular	Cumulative	Projected	Current	Annual		Details Of I	Exemption U/S 10		
Basic Salary	0.00	7874.00	4781.00	12655.00	Conveyance Exempt	ion			0
House Rent	0.00	4724.00	2868.00	7592.00	Driver Allowance Ex	amption			0
Allowance		5. P. 6 6 6 6 7 6 7			Food Coupon Exemp	ation			0
Advance Statutory Bonus	0.00	656.00	398.00	1054.00	Gratuity Exemption				0
					Leave Travel Exemp	tion			0
Salary For The Y	ear			21301.00	Telephone Exemptio	n			0
Gross Salary				21301.00		Invest	ment Details		
Gross Taxable In				21301.00	PF + VPF				1519.00
Less : Profession Tax				110.00	111 - 1- N				21000-8185
Less : Standard Ded				50000.00	S				
Less : Deduction Unit				1519.00		Monthly Ta	ax deducted in Sala	ry	
Lees . Deducior on	101 300-101 0000			1010.00	Month	One Time Tax	Monthly Tax	Total Tax	
Income Tax Dedu	ection				February	0	0	0	
87A				0.00	reardary				
Income Tax Payable				0.00					
Surcharge				0.00					
Education Cess				0.00					
Total Income Tax & S	lurcharge Payable			0.00					
Esop Tax to be Reco	vered in this Month			0.00					
Esop Tax Already De	ducted			0.00					
Less Tax Deducted a	t source till current mor	nth.		0.00					
Less Tax Deducted b	y Previous Employer			0.00					
Balance Tax Payable	Refundable			0.00					
Average Tax Pay	able per Month			0.00					



Rect / FR /07/ V 3.01 / Dt.:1.12.2014

REF.:SGT/HRD/11673/2017

1st Apr 2022

Offer Letter

Dear SOUMYADIP SAMANTA

This is in reference to your application and the subsequent interview you had with us in connection with your employment in our Company. We are pleased to make you an offer of appointment as **Trainee Engineer.** Remuneration as offered and agreed is **Rs.12,200/-** CTC per month (inclusive of mobile expenses).

This offer is valid from the date of your joining, which should not be later than 1st Apr, 2022.

On the date of your joining, you will report to Mr. Mukul Ghosh. The Management reserves the right to utilize your services in any of our group companies located elsewhere in India or abroad.

You agree that after signing the appointment agreement with the company, should you resign within six month of joining, you agree to pay the company the amount spent towards the recruitment / Training Cost Rs.10000/- and other cost incurred, and / or six month CTC salary (including the notice period) at the discretion of the company as liquidated damage for the disruption of the work and the possible loss of business to the company.

The relieving / resignation acceptance letter from your previous organization has to be submitted upon your joining the company. Any extension of the same will require formal approval from your reporting authority which in case should happen before disbursement of your first salary.

At the time of joining at the above mentioned location, you should complete the joining formalities and submit the following documents:

1. Photocopies of educational certificate.

2. 3 passport size photographs.

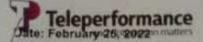
Plot no. 6, Park street, Usha Plaza, 2nd Floor, Near Jalpur Tower, MI Road, Jalpur -30200 Tel. : 0141-3230427 http://www.sysnetglobal.com, e-mail : sysnet@sysnetglobal.com (CIN No. U30007 DL 1999 PTC 098140) (An ISO 9001:2015,ISO 20000-1:2011 and ISO 27001:2013 certified company)

~ 1 of 3~



alary Components	Amount
asic	7,400
IRA	2,939
Bonus	616
SPL Allowance	
Total Earning (A)	10,955
ESIC	888
Welfare Fund	
	7/
Employee Contributi	
Employee Contribut Net Pay (A-B)	ion (B) 1,04 9,91

Scanned with CamScanner



teleperformance.in

Company/TeleperformancelodiaOfficial

JampediaOfficial

C /leleperformanceIndiaOfficial

Emp Temp Code: 3312059763 Sunetra Mali Paschim Nischintapur Muchi Para, Narendrapur, rajpur, sonarpur(m) South 24 Parganas - 700154. West Bengal, India

Letter of Appointment

Dear Sunetra,

With reference to the interviews you have had with us in the recent past, we are pleased to make you an Offer of Employment in our Company. Your Grade will be Grade I and you will be designated as Customer Service Associate- Voice. You are required to report for duties on February 25, 2022 ("Joining Date") at 9:30 AM or as per the agreed time during work hours.

Your employment will be as per the following terms and conditions:

- 1. Your remuneration is detailed in the enclosed Annexure I. All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.
- 2. Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.
- 3. The Company's business operates on a 24x7 basis and you may therefore be required to work in shifts including periodic night shifts. The work exigencies and the role may require you to extend your work-timings in accordance with the Working Hour & Attendance Policy. By accepting and signing this letter you affirm your willingness to abide by this requirement.
- 4. While your initial place of posting will be at an agreed place/Company's Office/Site at Kolkata, you are liable to be transferred to any department/office anywhere in India/Overseas, or a company/entity formed by the promoters or transferred/assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours/shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the Transfer Policy of the company. In the event of you being deputed overseas for training and operations you will be require to and shall sign all required documentation as per the rules, regulation and policies of the Company.
- 5 Your appointment will be on probation for a period of six months from the date of your joining the Company or for an extended period of time ("Probation Period") if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised otherwise in writing.
- 6. Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than 30 Days ("Notice Period") prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide 30 Days prior written notice to the Company, and the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

The Company at its discretion, during probation or on confirmation of your services thereof, without assigning any reason, can discontinue your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Gross Fixed salary (subject to tax).

Sanebia Mali

Teleperformance Global Services Private Limited.

Victoria Park, Level-4th Floor, Plot- 37/2, Block - GN, Salt Lake Sector V, Kolkata - 700 091. India. I Tel: +91-033-66156500 Registered Office: Teleperformance Towers, Plot CST No.1406-A/28, Mindspace, Goregaon - (W), Mumbai - 400104 11:52 PM non-Autonotorrentation | Female contactus @tel

Emp Temp Code : 3312059763

Annexure I Compensation Details

Teleperformance

Employee Name:	Sunetra Mali
Designation:	Customer Service Associate- Voice
Grade:	Grade I
Date Of Joining:	February 25, 2022
City:	Kolkata
Pay Components	Amount in Indian (INR)
Basic Pay	6,036,00
Housing Rent Allowance (HRA)	₹ 3,622.00
Transport Allowance	0.00
Flexible Benefit Plan	0.00
Statutory Bonus#	503.00
Gross Fixed Salary (1)	10,161.00
Provident Fund (Employee) (2)	724.00
ESIC (Employee) (3)	76.00
Net Take Home [1-(2+3)]	9,361.00
Provident Fund (Employer) (4)	724.00
ESIC (Employer) (5)	330.00
Gratuity* (6)	290.00
Total Fixed Cost (1+4+5+6)	11,505.00
Annual Fixed CTC	138,060.00
Annual Performance Pay**	0 % of Annual Fixed CTC
Annual Performance Linked Incentive (PLI)	0.00

For Teleperformance Global Service Private Limited,

- prostie

Preeti Amit Shirke Senior Vice President - Talent Acquisition

"Gratuity shall be payable as per "The Payment of Gratuity Act".

"Performance Pay will be payable subject to assessed performance achievement level, the pay-out criteria and the frequency, as per the "Performance Pay policy! note. #Statutory Bonus is paid monthly as per "The Payment of Bonus Act".

• All Reimbursements will be paid as per prevailing Income Tax rules and company policies in effect

The above compensation will be subject to income Tax regulations in force from time to time.

The above compensation is subject to deduction towards Medi-claim Insurance, transport, If/as
 applicable and any other statutory deduction/contribution including Professional Tax, labour

Any incentive payable, as part of the compensation structure or otherwise, shall have a
 "Minimum Attendance Threshold/Performance" as qualifying criteria for such payout.

Employee Signature	Sunction Mali 25.02.2
Employee Name	Sunetra Mali



teleperformance.in

in /company/feleperformancelodaOfficial

- y /@TPindiaOfficial
- 7. /TeleperformanceIndiaOfficial

Emp Temp Code: 3312059522 Tarshia Dasgupta Riy Nahar Maidan Para, Bansdroni Budge Budge-1, South 24 Parganas - 700070, West Bengal, India

Letter of Appointment

Dear Tarshia,

With reference to the interviews you have had with us in the recent past, we are pleased to make you an Offer of Employment in our Company. Your Grade will be Grade I and you will be designated as Customer Service Associate- Voice. You are required to report for duties on February 15, 2022 ("Joining Date") at 9:30 AM or as per the agreed time during work hours.

Your employment will be as per the following terms and conditions:

- 1. Your remuneration is detailed in the enclosed Annexure I. All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.
- Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.
- 3. The Company's business operates on a 24x7 basis and you may therefore be required to work in shifts including periodic night shifts. The work exigencies and the role may require you to extend your work-timings in accordance with the Working Hour & Attendance Policy. By accepting and signing this letter you affirm your willingness to abide by this requirement.
- 4. While your initial place of posting will be at an agreed place/Company's Office/Site at Kolkata, you are liable to be transferred to any department/office anywhere in India/Overseas, or a company/entity formed by the promoters or transferred/assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours/shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the *Transfer Policy* of the company. In the event of you being deputed overseas for training and operations you will be require to and shall sign all required documentation as per the rules, regulation and policies of the Company.
- 5. Your appointment will be on probation for a period of six months from the date of your joining the Company or for an extended period of time ("Probation Period") if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised otherwise in writing.
- 6. Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than 30 Days ("Notice Period") prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide 30 Days prior written notice to the Company, and the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

The Company at its discretion, during probation or on confirmation of your services thereof, without assigning any reason, can discontinue your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Gross Fixed salary (subject to tax).

Teleperformance Global Services Private Limited.

Victoria Park, Level-4th Floor, Plot- 37/2, Block - GN, Salt Lake Sector V, Kolkata - 700 091. India. I Tel: +91-033-66156500 Registered Office: Teleperformance Towers, Plot CST No.1406-A/28, Mindspace, Goregaon - (W), Mumbai - 400104, Maharashtra, India. Tel: +91-22-66776000 I Fax: +91-22-66776010 I CIN: U72900MH2001PTC232120 I Email: contactus@teleperformance.com

Emp Temp Code : 3312059522

EDO

Annexure I **Compensation Details**

Teleperformance

each interaction matters

mployee Name:	Tarshia Dasgupta			
esignation:	Customer Service Associate- Voice			
irade:	Grade I			
Date Of Joining:	February 15, 2022			
City:	Kolkata			
Pay Components	Amount in Indian (INR)			
Basic Pay	7,874.00			
Housing Rent Allowance (HRA)	₹ 4,724.00			
Transport Allowance	0.00			
Flexible Benefit Plan	0.00			
Statutory Bonus#	656.00			
Gross Fixed Salary (1)	13,254.00			
Provident Fund (Employee) (2)	945.00			
ESIC (Employee) (3)	99.00			
Net Take Home [1-(2+3)]	12,210.00 945.00			
Provident Fund (Employer) (4)	945.00			
ESIC (Employer) (5)	451.00			
Gratuity* (6)	379.00			
Total Fixed Cost (1+4+5+6)	15,009.00			
Annual Fixed CTC	180,108.00			
0 % of Annual Fixed CT				
Annual Performance Pay** Annual Performance Linked Incentive (PLI)	0.00			

For Teleperformance Global Service Private Limited,

- protes

Preeti Amit Shirke Senior Vice President - Talent Acquisition

*Gratuity shall be payable as per "The Payment of Gratuity Act".

**Performance Pay will be payable subject to assessed performance achievement level, the pay-out criteria and the frequency, as per the "Performance Pay policy/ note. #Statutory Bonus is paid monthly as per "The Payment of Bonus Act".

All Reimbursements will be paid as per prevailing Income Tax rules and company policies in effect

The above compensation will be subject to Income Tax regulations in force from time to time.

 The above compensation is subject to deduction towards Medi-claim Insurance, transport, if/as applicable and any other statutory deduction/contribution including Professional Tax, labour

 Any Incentive payable, as part of the compensation structure or otherwise, shall have a "Minimum Attendance Threshold/Performance" as qualifying criteria for such payout.

Employee Signature	
Employee Name	Tarshia Dasgupta



Emp Temp Code: 3312059489 Titil Mukherjee 7/95 Shahi Nagar, Haltu, Kolkata - 700078, West Bengal, India

Contact No: +918777083636

Letter of Appointment

teleperformance.in

Dear Titli,

With reference to the interviews you have had with us in the recent past, we are pleased to make you an Offer of Employment in our Company. Your Grade will be Grade I and you will be designated as Customer Service Associate- Voice. You are required to report for duties on February 15, 2022 ("Joining Date") at 9:30 AM or as per the agreed time during work hours,

Your employment will be as per the following terms and conditions:

- 1. Your remuneration is detailed in the enclosed Annexure I. All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.
- 2. Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.
- 3. The Company's business operates on a 24x7 basis and you may therefore be required to work in shifts including periodic night shifts. The work exigencies and the role may require you to extend your work-timings in accordance with the Working Hour & Attendance Policy. By accepting and signing this letter you affirm your willingness to abide by this requirement.
- 4. While your initial place of posting will be at an agreed place/Company's Office/Site at Kolkata, you are liable to be transferred to any department/office anywhere in India/Overseas, or a company/entity formed by the promoters or transferred/assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours/shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the Transfer Policy of the company. In the event of you being deputed overseas for training and operations you will be require to and shall sign all required documentation as per the rules, regulation and policies of the Company.
- 5. Your appointment will be on probation for a period of six months from the date of your joining the Company or for an extended period of time ("Probation Period") if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised otherwise in writing.
- 6; Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than 30 Days ("Notice Period") prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide 30 Days prior written notice to the Company, and the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

The Company at its discretion, during probation or on confirmation of your services thereof, without assigning any reason, can discontinue your employment on payment in lieu of Notice Period, Such payment will be calculated pro rate on the basis of your current Gross Fixed salary (subject to tax).

Titli Muchenjee 15. 2. 2022

Teleperformance Global Services Private Limited.

Victoria Park, Level-4th Floor, Plot- 37/2, Block - GN, Salt Lake Sector V, Kolkata - 700 091, India. I Tel: +91-033-66156500 Registered Office: Teleperformance Towers, Plot CST No.1406-A/28, Mindspace, Goregaon - (W), Mumbai - 400104, Maharashtra, India. Tel: +91-22-66776000 | Fax: +91-22-66776010 | CIN: U72900MH2001PTC232120 | Email: contactus@teleperformance.com

in /company/TeleperformanceIndiaOfficial

VI / COTPINGIO Official

/TeleperformancelodiaOfficial

TELEPERFORMANCE GLOBAL SERVICES PRIVATE LIMITED

Intelenet House, Plot CST No 1406-A/28, Mindspace, Malad (West), Mumbai-400090, India

* Teleperformance

Monthly Tax deducted	in Salary		-	Time Tax		nthly Tax	Total Tax	
In words : Eleven Tho	usand Seven Hu	indred Six Only				Ne	t Salary : 11,706.00	
Total Earnings		13,254.00	1	2,827.00	Total Deductions		1,121.00	
Advance Statutory Bonus	656.00	635.00	0.00	635.00	ESIC		97.00	
House Rent Allowance	4,724.00	4,572.00	0.00	4572.00	Provident Fund	-	914.00	
Basic Salary	7,874.00	7,620.00	0.00	7620.00	Professional Tax		110.00	
Eamings	Monthly Rate	Current Month	Arrears	Total	Deductions		Amoun	
Esic Account Number		4020963644	63		1990			
UAN Number					LOP	1		
Date of Birth		23 Dec 1997			Paid Leave	0		
Date of Joining		15 Feb 2022			Previous Monthly LOP	0		
Bank Account Number		20506372410			Days Worked	30		
Payment Mode		Bank Transfer			Designation	CUSTOMER SERVICE ASSOCIATE-		
Bank Name		STATE BANK OF I	NDIA		Grade	Grade I		
Employee Name		Titli Mukherjee			Location	Kolkata		
Employee Code		10000000629529			PF Account Number			



HDB Financial Services Limited 2nd Floor, Wilson House, Old Nagardas Road, Near Amboli Subway, Andheri East, Mumbai - 400069 Tel. : 022 - 7945 5000 Email : hdb.hrcompliance@hdbfs.com Web : www.hdbfs.com CIN - U65993GJ2007PLC051028

Ref:HDBFS/21-22/HRIC440407/Appt/275528

March 28, 2022

Ms. Tulika Banik , Kolkata

Dear Tulika,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SENIOR TELECALLING OFFICER on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in amount equivalent to your an amount equivalent to your salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.
- b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.
- c) Your duties and responsibilities will be explained to you on your joining the Company.
- d) You are initially assigned to our branch at PODDAR COURT. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other department, office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

eSigned using Aadhaar (Leegality.com, Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009. Date: Wed Mar 30 12:06:12:IST 2022 Page 1 of 5

HDB FINANCIAL

in any manner or through any medium whatsoever including but not limited to newspaper, social media, email, SMS, internet, blog, social networking websites etc., which may directly or indirectly, defame or disparage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.

- v) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.
- w) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than April 12, 2022.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining :

- a) Copy of Educational Certificates and Mark sheets (Xth, XIIth, Graduation, Post Graduation)
- b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
- c) Duly signed duplicate copy of Appointment Letter
- d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Corporate Human Resources Department for necessary processing of your Salary.

Yours Sincerely, For HDB Financial Services Ltd.

Ashish Ghatnekar Head - Human Resources & Operations

AGREED AND ACCEPTED

eSigned using Aadhaar (Leegality.com - nPVzk8w) Tulika Banik Date: Wed Mar 30 12:06:12-IST 2022

Ms. Tulika Banik

Ref:HDBFS/21-22/HRIC440407/Appt/275528

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Annexure A

HDB FINANCIAL SERVICES	Compensation Breakup	
Salutation	Ms.	
Name	TULIKA BANIK	
Role	SENIOR TELECALLING OFFICER	
Location	KOLKATA	
Reporting to	SUPERVISOR	
Date of Offer	28-Mar-2022	
Annual Compensation Break up		HDBFS Monthly
Basic	66,000	5,500
HRA	26,400	2,200
Other Allowance	33,648	2,804
Provident Fund (Employer's contribution)	11,952	996
Gross Salary (A)	1,38,000	11,500
ESIC (Employer's contribution)(B)	4,092	-
Gratuity (C)	3,180	
Total Fixed Compensation (D=A+B+C)	1,45,272	12,106
		_
	ote:	-
This Offer is subject to positive reference consent for candidature of the Company w your Credit report.		_
Employee and Employer's contribution tov respectively		-
You will be entitled to Performance Incent	ive Plan as per Company Poncy	-
Gratuity is as per "The Payment of Gratuit	ty Act"	-
Insurance as per Company Policy.		
I accept the terms and conditions as ment eSigned using Aadhaar (Leegality.com - nPVzk8w) Tulika Banik Date: Wed Mar 30 12:06:12 IST 2022	tioned in the Appointment letter.	
Tulika Banik	Ref:HDBFS/21-22/HRIC44	0407/Appt/27

Ref:HDBFS/21-22/HRIC440407/Appt/275528

Page 5 of 5

1/154036/2021

Government of West Bengal Labour Department LC -Establishment Cell N.S. Building,12th Floor 1, K.S. Roy Road, Kolkata-01

No. Labr./1853(206)/(LC-Estt)

Dated: 04/10/2021

From- The Deputy Secretary to the

Government of West Bengal

To - Name of the candidate: POULAMI BISWAS

Address: 279/A, RAMKRISHNA PALLY,

P.O AND P.S - SONARPUR, CITY- KOLKATA, South 24 Parganas, 700150, West Bengal

Roll Number: 0301548 Serial Number: 138

> Sub- Offer of Appointment to the post under West Bengal Sub- Ordinate Labour Service.

Sir/Madam,

I am directed to say that on the basis of the Miscellaneous Services Recruitment Examination,2018, your name has been recommended by the Public Service Commission, West Bengal for appointment to the post in West Bengal Sub-Ordinate Labour Service under this Department.

If you are willing to accept this offer of appointment, you are requested to appear and submit the acceptance letter to this Department as per direction given below failing which it will be presumed that you are not interested to accept this appointment and thus offer of appointment will be automatically cancelled without any further communication.

You are also requested to place all the requisite testimonials such as educational documents, caste certificates (wherever necessary) etc. in original along with photocopies before the Department on the scheduled date as follows-

Name of the Group	Date of Appearance	Serial Number		
Group-1	26-10-2021	01-51		
Group-2	27-10-2021	52-103		
Group-3	28-10-2021	104-155		
Group-4	29-10-2021	156-206		

Deputy Secretary to the Government of West Bengal

Government of West Bengal Labour Department L.C. Establishment Cell N.S Buildings, 12th Floor, 1, K.S. Roy Road, Kolkata-01

No.: Labr/ 460/(LC-Estt)

Dated- 02/05/2022

ORDER

The Governor is pleased to appoint temporarily the following 36 (Thirty Six) candidates (as detailed in Annexure- A) in the West Bengal Sub- Ordinate Labour Service under this Department in the Pay Level-10 of Rs. 32100 – 82900/- under WBS(ROPA) Rules, 2019 corresponding to Pay Band –3 of Pay Band Rs. 7100/- - Rs.37600/- with Grade Pay of Rs. 3900/- under WBS(ROPA) Rules, 2009 plus usual allowances admissible under the rules and orders of this Government issued from time to time with effect from their respective date of joining.

The appointments have been made on the basis of the recommendation of the Public Service Commission, West Bengal as per the results of the Miscellaneous Services Recruitment Examination, 2018 conducted by the PSC, WB.

Police Venification Reports and Medical Fitness Certificates of the concerned candidates as received from the respective concerned authorities, are satisfactory and found to be in order.

He/She will report for duty initially to the Labour Commissioner, WB and shall join at the Labour Commissionerate (HQ), Kolkata, West Bengai within 30 (thirty) days from the date of issuance of this Order, failing which it will be presumed that he/she is not interested in this appointment and this order of appointment will automatically be cancelled without further reference to him/her.

They may be posted anywhere in West Bengal in any of the posts borne in the West Bengal Sub-Ordinate Labour Service under the Department of Labour, Government of West Bengal.

By order of the Governor

Deputy Secretary to the Government of West Bengal

No.: Labr/460/1(12)/(LC-Estt) & encla.

Dated- 02/05/2022

Copy forwarded for information and necessary action to :

- 1. The Pr. Accountant General (A&E), West Bengal, Treasury Buildings, Kolkata-01.
- 2. The Pr. Accountant General (Audit), West Bengal, Treasury Buildings, Kolkata-01.
- 3. The Pay and Accounts office -II, Johar Building, P-1, Hyde Lane, Kolkata-700073.
- The Secretary, P.S.C., West Bengal, 161A, S.P. Mukherjee Road, Kolkata- 26. This has a reference to his letter no. A-70-PSC (A) dated 13.09.2021.
- The OSD & E.O. Labour Commissioner, West Bengal, N.S. Buildings, (11th Floor), 1 No. K.S. Roy Road, Kol-01 - He is requested to allow them to join and to determine their next posting thereafter. He is also requested to arrange for training of the newly appointed Officers under WBSLS at the earliest.
- The Dy. Secretary, IT Cell of this Department with a request to upload this order in the departmental website.
- 7. The Director, S.L.I. Kankurgachi, Kolkata-54.
- 8. The P.S. to Hon'ble MOS (IC) of this Department.
- 9. P.S to the Principal Secretary of this Department
- 10. P.A to Special Secretary (LC-Estt).
- Sri/ Smt. POULAMI BISWAS, Address- 279/A, RAMKRISHNA PALLY, P.O & P.S SONARPUR, CITY-KOLKATA, DIST- SOUTH 24 PARGANAS, PIN: 700150.
- 12. The Guard File.

Deputy Secretary to the Government of West Bengal I/154036/2021

Government of West Bengal

Labour Department

- LC -Establishment Cell
- N.S. Building,12th Floor
- 1, K.S. Roy Road, Kolkata-01

No. Labr./1853(206)/(LC-Estt)

From- The Deputy Secretary to the Government of West Bengal

To - Name of the candidate: MANGALIK BASU
 Address: 292/A MAHATMA GANDHI ROAD,
 POST OFFICE HARIDEVPUR, , South 24 Parganas, 700082, West Bengal

Roll Number: 0200820 Serial Number: 85

Sub- Offer of Appointment to the post under West Bengal Sub- Ordinate Labour Service.

Sir/Madam,

I am directed to say that on the basis of the Miscellaneous Services Recruitment Examination,2018, your name has been recommended by the Public Service Commission, West Bengal for appointment to the post in West Bengal Sub-Ordinate Labour Service under this Department.

If you are willing to accept this offer of appointment, you are requested to appear and submit the acceptance letter to this Department as per direction given below failing which it will be presumed that you are not interested to accept this appointment and thus offer of appointment will be automatically cancelled without any further communication.

You are also requested to place all the requisite testimonials such as educational documents, caste certificates (wherever necessary) etc. in original along with photocopies before the Department on the scheduled date as follows-

Name of the Group	Date of Appearance	Serial Number
Group-1	26-10-2021	01-51
Group-2	27-10-2021	52-103
Group-3	28-10-2021	104-155
Group-4	29-10-2021	156-206

Deputy Secretary to the Government of West Bengal

Dated: 04/10/2021

Government of India Department of Posts, India

Office of the Superintendent of Postoffices, Barasat Division, Barasat

ORDER OF PROVISIONAL ENGAGEMENT

A-1/GDSBPM/Cycle-III/Nakpul Kuchlla BO dtd at Kol-124 the 69/08/2022

in response to the notification No. RECTT/R-100/GDS/CY	CLE-IIIA	101-1	14 101	
Shri/Smt/MsASMITA DAS	son	1	daughter	of
Shri. SAMIR KUMAR DAS whose Date of	Birth is!	08/05/1	997	
and who belongs to UR-EWS category/selected against engaged as GDS BPM,Nakpul Kuchlia B.O	EWS		category is he	
Gobardanga S.O/Barasat H.O on PROVIS				
allowances as are admissible from time to time.			para	

2. Shri/Smt/Ms. ASMITA DAS Son/daughter of Shri SAMIR KUMAR DAS should clearly understand that his/her engagement as GDS BPM,Nakpul Kuchlia B.O In account with / under Gobardanga S.O/Barasat H.O shall be in the nature of a contract liable to be terminated by him/her or by the undersigned by notifying the order in writing and that his conduct and Engagement shall be governed by the department of Posts, Gramin Dak Sevak (Conduct and Engagement) Rules, 2020 as amended from time to time.

3. This <u>Provisional Engagement</u> is subject to satisfactory verification of the prescribed educational qualification, community certificate and other certificates, wherever prescribed. The candidate will have to undergo satisfactory prescribed Induction Training course and Practical Training as and when issued.

4. The engagement is provisional and subject to certificates being verified through proper channels. If the verification reveals that the claim of the candidate belonging to Scheduled Caste/Scheduled Tribe /Other backward classes/(not belong to creamy layer)/ Is false or educational certificates are not genuine or found unfit on Police Verification, his/her

Engagement shall be terminated forthwith without assigning any further reasons and without prejudice to other criminal/legal action as may be taken under the provisions of Indian Penal Code for production of false certificate as a consequence.

5. The engagement of (Economically Weaker Sections) EWS candidates is provisional and is subject to the income and Asset certificate being verified through proper channels and if the verification reveals that the claim to belong to EWS is fake/false the Engagements will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of fake/false certificate.

6. At the time of joining, you will have to give undertaking on bond paper of Rs.100/- that, you have adequate independent means of livelihood for yourself and your family and other than the TRCA(allowances) being paid to you by Govt.

7. The BPM will have to provide accommodation for Branch Post Office at Branch Office Village if the accommodation is not provided by Central Govt/State Govt/Gram Panchayat or any other local Body as per standard prescribed by Directorate order no.17-31/2016-GDS dated 25.06.2018 8 28.09.2018 (which has already been mentioned in notification RECTT/R-100/GDS/CYCLE-III/VOL-I As per Rule 3-A(vii) of GDS (Conduct and Engagement) Rules 2020, you should take up residence in Post Office village within a month of selection but before engagement as it is mandatory to you by these Rules. Failure to reside in place of duty for GDS BPM after engagement shall be treated aa violation of conditions of engagements and liable for disciplinary action under Rule-10 of GDS (Conduct and Engagement) Rules, 2020 resulting in removal/dismissal from engagement.

7.1 Failure to reside within the delivery jurisdiction of the Post Office for other categories of Gramin Dak Sevaks after engagement shall be treated as violate of conditions of engagement and liable for disciplinary action under Rule 10 of the GDS (Conduct& Engagement) Rules, 2020 requiring removal/dismissal.

8. At present DARPAN devices are using Network Service Providers(NSPs) viz, Airtel, Voda-Idea & BSNL etc. for ensuring connectivity to Branch Post Offices. While providing accommodation for GDS BO, it should be ensured that, Network is available for any one of these NSPs.

9. You will have to furnish requisite Security Bond of Rs.1,00,000/- (Rs. One lakhs only) for five years by remitting requisite premium per annum and application in prescribed form to concerned Postal Co-Operative Society through Drawing and Disbursing Officer.

10. You will have to furnish declaration for having knowledge of cycling. If you are having knowledge of riding a scooter or motor cycle, that may be considered as knowledge of cycling. The candidate has to submit a declaration to this effect and has to produce driving license.

If any information or documents submitted by the candidates is found false / incorrect at a later stage, his/her engagement shall be terminated in accordance with Rule 8 of GDS (Conduct & Engagement) Rules, 2020.

Baffrem Hisel, and of Post Offices arctenn Hiskin, enlerental-900 (VS Superintendent of Post Offices Barasat Division, Kolkata-700124

A copy of this memo is issued to:

The candidate ASMITA DAS

119/2,Sarat Ghosh Garden Road,Kolkata,South 24 parganas,700031

- II. PF of the candidate
- III. Postmaster /SPM. Gobardanga S.O/Barasat H.O
- IV. Divisional Office.......Barasat
- V. The Inspector of Postoffices, Habra Sub Division for information.

VI. O/C/Spare

काता-७००१ Superintendent of Post Office Barasat Division, Kolkata-7



Payment Received

1 message

kotak.com>
Reply to: bankalerts@kotak.com
To: SKKALTAB1122@gmail.com

Fri, 4 Feb 2022 at 10:59 am

Dear Customer,

INR 11305 has been credited to your account XX2992 on 04-FEB-22 via NEFT transaction received from BAJAJ HOUSING FINANCE LIMITED, vide Unique Transaction Reference number (UTR) N035221819029369.

Details of the transaction:	
AMOUNT :	INR 11305
SENDER :	BAJAJ HOUSING FINANCE LIMITED
SENDER BRANCH IFSC :	HDFC0000240
UNIQUE TRANSACTION REFERENCE NUMBER (UTR)	: N035221819029369
DATE OF CREDIT :	04-FEB-22

After credit of the transaction amount, balance in your account is as below:

AVAILABLE BALANCE: INR 11320.00

For any queries, please call our 24 Hrs Customer Contact Centre at our toll free number*- 1860 266 2666 or use **Mail** link after logging into Net Banking.(*Click here, if the toll free numbers are not supported by your service provider)

Warm Regards

KOTAK BANK

H.O. 114-B, Sarat Bose Road, Kolkata - 700 029, Phone : 2454 6083/84, 78900 78966 Website : www.chrc.co.in, Email : chrc@gmail.com CIN : U85110WB1992PTC055426

ALOKA MEDICARE PRIVATE LTD.

OFFER LETTER

Dear Mr. AGNISH DUTTA,

Subsequent to the meeting between " Aloka Medicare (P) Ltd." at 114-B, Sarat Bose Road, Kolkata - 700029 and you, we are pleased to make an employment offer for you in our company on the following terms and conditions.

1. APPOINTMENT

- 1.1 You are appointed as BACK OFFICE STAFF.
- 1.2 Your appointment will be effective from January 15, 2022.
- 1.3 Your initial place of work shall be "Aloka Medicare (P) Ltd.

2. TERMS AND CONDITIONS

- 2.1 You shall carry out your duties with utmost honesty and dedication and maintain high standard of quality of work.
- 2.2 You will be required to effectively carry out all duties and responsibilities assigned to you by the Directors and other persons authorized by the company to assign such duties and responsibilities.
- 2.3 You have to inform the organisation 15 (fifteen) days in advance before leaving the job.
- 2.4 Your continuancy in employment is subjected to your maintaining clean criminal and financial record, and keeping all company related information strictly confidential.
- 2.5 All other terms and conditions will be governed by the company policies, code of conduct, rules and regulations as stated from time to time.
- 2.6 Your appointment with the company may be terminated by giving 15 (fifteen) days notice and not assigning any reason thereof.

Contd Pg 2



H.O.: 114B, Sarat Bose Road, Kolkata - 700 029, Phone : 2454 6083/84, 7890078966 Website : www.calcuttaheart.com, E-mail : chrc@gmail.com CIN : U85110WB1992PTC055426

:: 2 ::

Kindly return a copy of this letter duly countersigned by you in acceptance of the terms and conditions set out herein.



I agree to accept employment on the above terms and conditions. I will report for duty

on JAN, 15, 2022. Agrich Dutta Signed:

Name: Agnish Dutta

Date : 12.01.2022



OFFER LETTER

Ms. Suparna Biswas 33/A/2 Mahatma Gandhi Road Kolkata 700082

Dear Ms. Suparna Biswas,

On behalf of <u>SD Web Creation</u>. It is my pleasure to extend you the appointment in the following post to you in view of the interview and discussions you had with us on 25/10/2021. You are expected to join in our Office to report for the performing your duties on and from 26th of October, 2021.

You are appointed to the position of a <u>Graphic Designer</u>. This Position is subject to continence on your satisfactory performances in the job you are likely to be entrusted with. As per norm, you will have to pass through a probation period of 6 (Six) months from the date of your joining during which period as a Graphic Designer, you will be given monthly remuneration at the rate of Rs 6000/- (Rupees Six Thousand Only) per month including all other allowances.

On your successful completion of probationary period of 6 (Six) months from the date of joining and on your satisfactory discharge of your entrusted duties as to be assessed by the employers regularly, you may be entitled to get further allowances and benefits whatsoever as per policies of our organization. Regular performance reviews will be done to assess your suitability.

In case of resignation a notice period of 30 days is required.

Offer stands cancelled in case of any deviations in information or if you fail to report to me on or before pre-decided date.

You will need to submit copies of all your original qualification documents, relieving documents and salary slip of your previous organization (if any) of last three months on the date of joining.

You are signing this offer letter and confirm your acceptance of the terms and conditions.

Yours sincerely

ajal

I accept the Offer. Name & Sign _

Date_____



HDB Financial Services Limited 2nd Floor, Wilson House, Old Nagardas Road, Near Amboli Subway, Andheri East, Mumbai - 400069 Tel. : 022 - 7945 5000 Email : hdb.hrcompliance@hdbls.com Web : www.hdbls.com CIN - U65993GJ2007PLC051028

November 6, 2021

Ref:HDBPS/21-22/HRIC269848/Appt/587611

Ms.Sneha Chowdhury, D/O Asit Kumar Chowdhury, Naskar Hat, Madhya Para, Kasba, Near Rasoi On The Way Resturant, Kolkata-700039

Dear Ms.Sneha Chowdhury,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SALES EXECUTIVE on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) Your duties and responsibilities will be explained to you on your joining the Company.
- b) Your initial place of posting will be at KOLKATA. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.
- c) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.
- d) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangputa, Ahmedabad-380 009.

Annexure A

HDB ^{FINANCIAL}	Compensation Breakup		
Name	MS.SNEHA CHOWDHURY		
Role	Sales Executive		
Grade	G7		
Location	Kolkata		
Annual Compensation Break up		HDBPS Monthly	
Basic	1,01,256	8,438	
HRA	40,500	3,375	
Conveyance Allowance	20,244	1,687	
Provident Fund (Employer's contribution)	14,580	1,215	
iross Salary (A) 1,76,580			
ESIC (Employer's contribution)(B)	5,265	439	
Gratuity (C)	4,870	406	
Total Fixed Compensation (D=A+B+C)	1,86,715	15,560	
Nob			
This Offer is subject to positive Contact Poir CIBIL/SAS check. Your consent for candidat consent for accessing your CIBIL report.			
Employee and Employer's contribution towa respectively	rds ESI will be 0.75% & 3.25%		
You will be entitled to Performance Incentiv	e Plan as per Company Policy		
Gratuity is as per "The Payment of Gratuity	Act*.		
You will be covered under Group Personal A Organization	ccident Insurance as per policy of the		
ANT.	Ref:HDBFS/21-22/HRIC269848	VAppt/587611	

I accept the terms and conditions as mentioned in the Appointment letter.



SON ANNO ANTE ULAD NATIONAL BANK

सानव तराचा इरोधन विकास / Human Resource Management Department

THE THERE WE AND A STORE TO, GROAT HEAD OFFICE: WEST WING, PLOT NO. 4, SECTOR 19, DWARKA

मई दिल्ली / New Demi - 110 075

बरणाक्ता है। 101 - 28044793 इंग्रेज आईडी /Email iD: recruitmentho@p=b-cc.in

istia Date 30-07 2004

C. U. TT (CEP-X) SWO-A/2031006823

गंतीकृत/स्पीड फोल्ट द्वारा BY REGISTERED/SPEED POST

S MAS DEEARGHYA GAYEN SIDAVE SHRIDULAL CHANDRA GATEI DEPUME DANMALLA TO ODDINGAP R SOUTH PS BARUIPUR. SOUTH 24 PAGE PANAS 1 1ST 9 NGAL 700145

21 St 1- 160 900

विषय: लैंक में लिपिकीय संवर्ग में निन्तिक हेत REG: APPOINTMENT IN THE CLERICAL CADRE OF THE BARK

ात ते देव और तलाव्यत आईबीमीएल, मुंबई द्वारा कॉमन भर्ती प्रक्रिया के अंत्रभीत आयोजित लिखित प्रतिशाः ार्ग हर ... प्रभावल करने हैं कि विभ्रांस्थिन अनों के असीन रापका वयन इमार तैया में लिविसीय इतन म हिमाल अ अ जन्म ज व ा । जिन कर केसा गया है :

the stare as to your upportation and subsequent written test under composition traitment process conducted by IBPS, Numbai, we have the pleasure to inform that you have open schedted for appointment as Single Window Operator 'A' in the Clerical Cables in our Bank on the stroning terms and ponditions-

्र ह हे हे हे कहीर भेली हेत प्रमादी बेतनामन आर्थन 7900 1000/31 2050 - (730:3) 24030 400 4 30 4 1700(1. 42830-3270(1. 45930-1000) 120 120 120 August 100 ानारतन्त्र दिवसोय सन्दर्भते कतरहाँ के उन्तर्गत अन्य भत्ते के भी पत्र हो। :

You will blaw share permonent in the scale of pay applicable to densal employees in last tests witch = 17900-1000(3) 20900-1200(3), 24590-1490(4) 30550-1730(7) 42680 527(11) 45930-1 90(1), 47920 (20 Years). You wait also be engine tor other allowances o pre idmissiole inder Bipanite Settlement/Awards



पंजाबमैशनलबैंक/PUNJAB NATIONAL BANK

मानद संसाधन प्रवंधन विभाग / Human Resource Management Department प्र.का.: पश्चिमखंड, प्लॉट सॅंग 4,सेकटर 10,ढारका/ Hoad Office: WEST WING, PLOT NO. 4, SECTOR 10,DWARKA

नई दिल्ली / New Delhi - 110 075.

दूरभाष/TEL: 011-28044793 ईमेल आईडी /Email ID: recruitmentho@pnb.co.in

दिनांक/ Date: 30-07-2021

भंदर्भ :भर्न्स (भीआरणी-X)-:एस.डब्लू.ओ-ए/3031017314

REF: RECTT. (CRP-X)-: SWO-A/3031017314

पंजीकृत/स्पीड पोस्ट द्वारा BY REGISTERED/SPEED POST

SHRI/MS. SHARMISTHA DAS S/D/W/o SHRI ARUN DAS : 52A AZADGARH PO REGENT PARK. PS JADAVPUR RICLKATA. WEST BENGAL- 700040

वियमहोदय/महोदया Dear Sir/Madam.

विषय:-बैंक में लिपिकीय संवर्ग में नियुक्ति हेतु REG.APPOINTMENT IN THE CLERICAL CADRE OF THE BANK

का कि आवेदन और तत्पश्चात आईबीपीएस, मुंबई द्वारा कॉमन भर्ती प्रक्रिया के अंतर्गत आयोजित लिखित परीक्षाक सर्वत में हम महर्ष सूचित करते हूं कि निम्नलिखित शर्तों के अधीन आपका चयन हमारे बैंक में लिपिकीय संवर्ग में सिंगल ब विन्डो ऑपरेटर 'ग' के पद के लिए कर लिया गया है :

Vith reference to your application and subsequent written test under common recruitment process conducted by IBPS, Mumbai, we have the pleasure to inform that you have been selected for appointment as Single Window Operator 'A' in the Clerical Cadre in our Bank on the foilowing terms and conditions -

1. २८प पर बैंक में लिपिकीय संवर्ग हेतु प्रभावी वेतनामान अर्थात17900-1000(3). 20900-1230/3). 24590-1490(4). 30550-1730(7), 42660-3270(1), 45930-1990(1), 47920 (20 Years) Chirl होगा।आप द्विपर्क्षाय समझौते/अवार्डी केअन्तर्गत अनुमत्य अन्य भत्तों के भी पात्र होंगे।

You will draw salary per month in the scale of pay applicable to clerical employees in the bank, which is 17900-1000(3), 20900-1230(3), 24590-1490(4), 30550-1730(7), 42660-3270(1), 45930-1990(1), 47920 (20 Years). You will also be eligible for other allowances as are admissible under Bipartite Settlement/Awards.







UCO BANK

Honours Your Trust



नम्भान आपके विश्वास का

1/101 CONTRA/COM/ \$40/2022-23

AT/1%/Date:18-06-2022

AT, get mines trideep NATH THI/AGGRESS NOAPARA MAIN ROAD SONAPPUR DIST SOUTH 24 PARGANAS, PIN-700130

विषय : ेर के विभिन्न संबर्ग में आपकी नियुक्ति Sub. Your appointment in the Bank in Clerical Cadre

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ा)डमारी परम्यापना कि अपना क्यन किया गया है।

You have been selected to be posted in our GANGMURI JOYPUR (1528) Branch BIRBHUM District in WEST BENGAL State/UT.

 Store / UT, which is being opened shortly and pending opening of

 District
 Store / UT, which is being opened shortly and pending opening of

 sholl temporarily be posted in our
 branch and on the

 opening of sola proposed branch at
 you shall be posted

 there, nowever, in case the opening of sold proposed branch is deterred or

 cancelled due to any reason whatsoever, you shall be posted in any of the

 branch at the Bank within the State/UT,

3

· बो मागू न ही उन्हें कार है। Strike out inopplicable.



TRI-A S.P. MUKDER-HEE ROAD KOLKATA-200020

No.: A-110-P.S.C (A)

Dated : The 6th July, 2033

IN CONTINUATION WITH THIS OFFICE EAKITER MEMO, NO.A 81 P.S.C. (A) DTD. 15-06-2022.

THE FOLLOWING CANDIDATES HAVE BEEN RECOMMENDED FOR APPOINTMENT TO THE POSTS OF IDA/IDC OR POSTS SIMILAR TO THAT OF IDA/IDC ON THE BASIS OF THE RESULTS OF THE CLERKSHIP EXAMINATION, 2019 [Advt. No. 05/2019] AGAINST REGIONAL VACANCIES (EXCEPT FOR THE VACANCIES EARMARKED FOR PH (ID&CP). PH (IV) & SC (ID&CP) CATEGORIES WHICH IS LIKELY TO BE LICLARED VICORTEXT.



FISHERIES, AQUACULTURE, AQUATIC RESOURCEES & FISHING MARBOUR DEPARTMENT

Enclosure to Letter No. A 33 - P. 8 C. (1) detect the R^a Adv. 2022

List of candidates recommended for appointment to the following postposts on the basis of the results of the Clerking Examination, 2019

Merit position	Roll No.				the second second		
berautions		Name	Category	PW9	EX-SM	WSb	Recommended against vacancy
5	1006557	DEBARSHI (VICO)		1			UR
		SUPRIXA NATH	() () () ()				UR
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	A PROPERTY OF A	SOUMITA ROY	30	Ŷ.			14
		KUHELI BERA	OBC-A				1. 144 S
	And the second second second second	PITAM MAILY					1.42
1281	MO.	ANIMESH HALDER	OBC-B			F.	14
1282	0324958	SUBHOUT PAL	OBC-B	¢.			1.42
1283	1108540	RAHUL DAS				- 144 H	1.62
1284	0313806	ABHISHEK MANCA.	10				
	0401758	SADATULLA GAZ	OBC-B				144. 3
	1331540	BHAIRAB GORA	OBCB				11.15
the second se	0644494	SUBHADEEP DON					×
	0235610	SUMAN DAS	14				242
and the second second	1322277	SUBARNA RCY					
1774	0229521	ANUSHNA GHOS-I					1
1775	0501733	AYAN KHAN	041.4				
2047	0643935	SHRUBAWATI SARAAR	14				
	1332684	SUBRATA GIRI	14				22
3065		ANJAN GHORAL			х. Х	31 m 3	X 342
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	State of the second s	A Designation of the second se				1	1482
	an ,						1.73
	1282 1283 1264 1583 1584 1760 1763 1772 1774 1775 2047 2570	14 1331121 26 0538306 29 0604286 619 0924493 622 1934231 628 1006438 639 0602486 644 1930771 880 0602486 644 1930771 880 0603838 1268 1329785 1275 0404362 1281 0402624 1282 0324958 1283 F108540 1284 0313806 1583 0401758 1584 1331540 1760 0644494 1763 0235610 1772 1322277 1774 0229521 1775 0501733 2047 0643935 2570 1332684 3065 1331688 3339 1709471 4311 1319036	14 1331121 ARINDAMI DEN 26 0538306 ABHRA NIL MIDY A 29 0604288 ASHIF HASSAN 619 0924493 ARPITA ADHIKARI 622 1934231 MD BADRUMAM IN 628 1006438 KOUSIK PANJA 639 0602486 MD MAMUN AR RAPID 644 1930711 RAHUL CHOUDHUN 680 0603838 SOUMITA ROY 1268 1329785 KUHELI BERA 1275 0404362 PITAM MAIDY 1261 0402624 ANIMESH HALDER 1262 0324958 SUBHOUT PAL 1263 1408540 RAHUL DAS 1264 0313806 ABHISHEK MANDA. 1283 0401758 SADATULLA GAZ 1583 0401758 SADATULLA GAZ 1584 1331540 BHAIRAB GORAI 1760 0644484 SUBHADEEP DON 1772 1322277 SUBARNA ROY 1774 0229521 ANUSHINA GHOS I 1775 0501733 AYAN KHAN 2047 0643935 <td>14 1331121 ARINDAMI Q4 26 0538306 ABHRA NIL MICY A QBO A 29 0604288 ASHIF HASSAN QBO A 619 0924493 ARPITA ADHIKARI QBO A 622 1934231 MO BADRUMANI VN QBO A 628 1006438 KOUSIK PANJA QBO A 639 0602486 MO MAMUN AR RASID QBO A 644 1930711 RAHUL CHOUDHUN SV 644 1930711 RAHUL CHOUDHUN SV 880 0603838 SOUMITA ROY SV 880 0603838 SOUMITA ROY SV 1268 1329785 KUHELI BERA OBO A 1275 0404362 PITAM MAITY OBO B 1281 0402624 ANIMESH HALDER OBO B 1282 0824988 SUBHCUIT PAL OBO B 1283 1108540 RAHUL DAS SV 1284 0313806 ABHISHEK MAND A SV 1284</td> <td>14 1331121 ARINDANI (24) 26 0538306 ARHRA NIL MILO: A 29 0604266 ASHIF HARSAN CBC.A 619 0924483 ARPITA ADHIKARI ORC.A 622 1934231 MO. 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Directorate of Fisheries (LIX)

Page 1 of 00

SI. No.	Merit position	Roll No.	Name	Category	PWD	Ex-SM	MSP	Recommended against vacancy
188	3713	0141996	BIDYUT ROY	SC	LDCP			UR
89	3715	0800644	ASHIS GUCHHAIT					UR
	3716	1924676	MOUMITA RABIDAS	SC				UR
90	3717	0301914	SOUMITRA HALDER					UR
91	3718	0539777	MADHUCHANDA GOSWAMI					UR
192		0209664						UR
193	3720		ARPAN PODDER					UR
194	3721	0104836	SOURAV CHAKRABORTY					UR
195	3722	0904982					100	UR
196	3723	0907273	NABANITA SAHA					UR
197	3725	2505707	SUTAPA DAS					UR
198	3726	0226328	SUBHANKAR DAS	OBC-B				UR
199	3728	0927009	ANUSHREE GHOSH	0000				UR
200	3729	0822860	SANTANU CHAKRABORTY	OBC-B	05	and	1	UR
201	3732	0140088	SOURIK SEN	000-0		1. 1		UR
202	3734	1600166	SANKET GHOSH	OBC-B	2.0			UR
203	3735	0235793	ABHISHEK NATH	UBC-D	1			UR
204	3738	0934176	SOUMABHA CHOUDHURY	No.		D		UR
205	3739	0210355	ARIJIT KUMAR MISRA					UR
206	3740	0318000	ARNAB MONDAL	15.00				UR
207	3743	0818035	ARUN PANJA					UR
208	3745	0506328	SHRAMAN BANERJEE	1				UR
209	0740	0807858	SUBHODEEP KABI					UR
210	3747	0615474	BISWADWEEP MITRA					UR
211	0750	1400134	SAPTARSHI PANDA					UR
212	3756	1115147	RAJIB PARAMANIK	000 4				UR
213	3757	1106536	MD EJAZ ARFI	OBC-A				UR
214	3758	0512063	SUSMITA PAUL	OBC-B				UR
215		0111623	ARNAB BANDOPADHYAY					UR
216	0704	0109735	SHAMBO MOITRA					UR
217	0700	0137558	SNIGDHA DAS					UR
218	0704	0917613	AVIJIT KUNDU					UR
219	0700	1324498	DEBABRATA JANA					UR
220	0707	0823490	SUMAN GHOSH					UR
221	0700	0821960	RAJKUMAR JANA	0000				
222	0770	0645816	PINTU GHOSH	OBC-B				UR
223	0770	0613981	PARTHA KAPAT			_		
224	0774	0823416	SAMARESH MANNA					UR
225	2775	1420265	ATIN MAITI					UR
226	0770	0706620	SUMAN SARKAR					UR
227	0777	0138266	TANAYA DUTTA					UR
228		0900574	SUVADEEP MAJUMDER					UR
229	2704	0709925	PRASENJIT SAHA	OBC-B				UR
229		1413544	ELINA ADHIKARI					UR
230	0700	0808792						UR
231		1118136						UR

161-A, S. P. Multilerjee Road, Kolkata 700026

Industry, Commerce & Enterprises Department

Enclosure to Letter No A-77 - P S.C. (A) dated the 14^m June,2022

Ust of candidates recommended for appointment to the following post/posts on the basis of the results of the Clerkship Examination, 2019

SI. No.	Merit Position	Roll No.	Name	Category	РН	Ex- SM	MSP	Recommended Against Vacancy
1	839	0104289	RITUSREE GROSH	a dalah adalah su sanagan dari su su sanagan dari su su sanagan dari su su su sanagan dari su su su sanagan da	 Contractor in a gradient 			UR
2	842	0136154	NABANITA OUTTA	a a conserva a conserva de la conserva de conserva de conserva de conserva de conserva de conserva de conserva	oonso-nemi-nissogona			UR
3	2843	0517838	SUVANKAR SARKAR	086-8	Contribution designable	9,45 0,5710,5800,501 0 ,6800,00		BCB
4	2846	0538684	AMIT DEY	080-8		ado ago na milita nativenti (n pri		BCB
5	2859	0403627	UDAY PRAMANIK	08C 8	bisan nootaan, nootaabbed	Daagaga ya cii taan ahanni daab ku		BCB
6	3167	0712060	SAYANI MITRA	0 8 Ć ð	1040-00-08870-09940682800	BCG2000000000000000000000000000000000000	C approcessement unitate estatione 2 of approximation and a second se	BCB
7	5360	0627530	MOUMIT BISWAS	SC	and a second			SC
8	5361	0214964	BUBAL DAS	SC				SC
9	5414	0626651	ARINDAM KOY	SC.				SC
10	5859	0807633	MONISHA MOLLICK	OBC-A				BCA
11	5874	1018802	ASIK ALI MOLLA	OBC-A				BCA
12	5932	0405721	MD SAMIM SARDAR	OBC A				BCA
13	6395	0504268	SHIVAM DAS	SC				SC
14	6424	0124289	PUJA DAS	SC				SC
15	6451	2512043	ARKODIP SAHA PRAMANIK	SC				\$C
16	6742	0127097	AZAHARUDDIN	08C A				BCA
17	6798	0537908	MRITYUNIOY DAS	SC				SC
18	33376	2511287	ANUP KUMAR XESS	ST				ST
19	33380	1929340	RAGHUNATH MARDI	51				ST
20	43138	1942995	INDRAJIT SAHA	6.080	i i i			PH(HI)

Directorate of Industries - LDA

Directorate of Mines & Minerals - LDC

SI. No.	Merit Position	Roll No.	Name	Category	рн	Ex- SM	MSP	Recommended Against Vacancy
1	845	0603553	SATYAKI DUTTA					UR
2	850	0318206	IPSITA KAR					UR
3	5416	0319307	TANMOY SANFUL	SC				section in the contract of the section of the secti
4	5958	0506202	SHAHZADA SULTAN	OBC A	A	Construction of the second se		BCA

161-A, S.P. MUKHERJEE ROAD, KOLKATA - 700 026

Memo. No.A-83-P.S.C.(A)

Dated 15th June, 2022

IMPORTANT ANNOUNCEMENT

Clerkship Examination, 2019 (Advt. No.05/2019)

- The following candidates have been recommended for appointment to the posts of LDA/LDC or posts similar to that of LDA/LDC in different Secretariat (SI. No.1,2 & 3 in the list of deptts.) & Directorate (SI. No.4 to 30 in the same list enclosed hereunder) Offices on the basis of the results of the Clerkship Examination,2019 (Advt. No.05/2019).
- List of candidates to be recommended against Regional vacancies as per merit cum choice along with the list of candidates to be recommended against PH(LV), PH(LD&CP) & SC(LD&CP) vacancies in all three cadres i.e., Secretariat, Directorate & Regional will be published later as announced earlier by the Commission.
- Candidates are hereby informed that no separate individual intimation letter will be sent in this regard.

By order of the Commission,

Nitadri K. Roy.

Deputy Secretary

161-A, S. P. Mukherjee Road, Kolkata-700026

Public Works Department

Enclosure to Letter No.A-57 - P.S.C. (A) dated the 14th June,2022 List of candidates recommended for appointment to the following post/posts on the basis of the results of the

SI	Merit		Name	Category	PH	Ex- SM	MSP	Recommended Against Vacancy
No.	Position	Roll No.	SHUBHAM SARKAR			UR		
1	55	2100749						UR
2	66	0313556	POULAMI SANTRA					UR
3	68	0127081	ANIRBAN BANERJEE					UR
4	882	0641974	TULIKA PAUL					UR
5	883	0824475	SUMAN DALUI		┟───			UR
6	886	2507484	AVINASH KUMAR SINGH		<u>}</u>			UR
7	1073	0630019	AJAY DE		ľ			UR
8	1074	0410614	PURBASHA NAIYA		}			UR
9	1076	0303562	SUMIT_ADHIKARY		<u> </u>			UR
10	1239	0228468	ARKA DASGUPTA		 			UR
11	1240	0215907	KRISHNENDU KISHORE MAHATO					UR .
12	1243	0104213	ARPITA MISHRA					UR
13	1363	0111794	SAYANTAN NANDI					UR
14	1365	0525545	MANASHI CHAKRABORTY					UR
15	1367	0804655	AMRITA PANDA	AMRITA PANDA				UR
16	1422	0411903	SANJOY JANA					UR
17	1424	0629655	RUBI DEY					UR
18	1428	0803000	ARINDAM MANNA	ARINDAM MANNA				
19	1470	0124912	SATADRU DE					UR
20	1475	0628249	ADWAITYA KUMBHAKAR	ADWAITYA KUMBHAKAR				UR
21	1476	0141186	DIPTESH ROY					UR
22	1510	0505656	UTPALENDU DAS		UR			
23	1511	0131649	DIPYAMAN CHOWDHURY				_	UR
24	1514	0636502	ANIRBAN DEY					UR
25	1542	0126280	ABHISEK BHOWAL					UR
26	1543	1401295	SUMAN SAMANTA					UR
27	1547	0229606	BUDDHADEV KHAMARU					UR .
28	1569	0536610	ANKAN LASKAR					UR
29	1570	0312470	INDRANIL GAYEN					UR
30	1570	1313459	SAIKAT MAHAKUL		UR			
31	1604	0538287				UR		
32	1604	0213656				UR		
		1942713				UR		
33	1606		SUBHA MISRA OBC-A			UR		
34	1635	0539157			1	UR		
35	1637	0600757	AMIT SAHA NABANITA BHATTACHARYA				P	UR
36 37	1641 1688	0626567	MANISHA SEN		+			UR

Public Works (Roads Directorate) – LDC

File No.CAD-13014(13)/3/2018-SECTION(CAD)-Dept.of CAD

1/210596/2022

Government of West Bengal Consumer Affairs Department 11-A, Mirza Ghallib Street Kolkata-700087

Phone: 22522304/22093700;Fax:22520053 email:cad-wb@nic.in website:www.wbconsumers.gov.in

No.2981(17)-CAD/13014(13)/3/2018

Date:29.07.2022

From: Officer on Special Duty & Ex-Officio Deputy Secretary to the Govt. of West Bengal

J6: Tamal Chakraborty,

S/o Uday Sankar Chakraborty, RNC Road, Subhasgram, ISKCON Mandir More, Poromath, P.O-Kodalia, P.S-Sonarpur, Dist-South 24 Parganas, PIN-700146

SUB: Verification of documents i.r.o. ecruitment to the post of Inspector of Legal Metrology, under the Directorate of Legal Metrology, West Bengal, in the West Bengal General Service, under the Consumer Affairs Department, Govt. of West Bengal.

The undersigned is directed to say that his/her name has been recommended by the Public Service Commission, West Bengal vide No. 270-P.S.C.(Selection)/1S-1/2020, dated- 15th July, 2022, for appointment on temporary basis as Inspector of Legal Metrology, West Bengal in the Directorate of Legal Metrology, West Bengal under Consumer Affairs Department, Govt. of West Bengal. If he/she is willing to join the post, he is requested to attend personally at this Department at 4th Floor Conference Hall, Kreta Suraksha Bhavan, Khadya BhavanComplex (near New Market), 11A Mirza Ghallib Street, Kolkata-700087, on 08.08.2022 (Monday) between 11AM to 12 Noon, with original testimonials, copies of which were enclosed with the original application, for verification. Self attested of each of the testimonials may also be submitted to this Department at the

time of such verification.

This communication does not confer any commitment to employment.

If he/she is unwilling to join the said post, the same may also be intimated to this Department by or within 08.08.2022

Officer on Special Duty & Ex-Officio Deputy Secretary to the Govt. of West Bengal

To the Responsed Principal, Vijayga Filyodish Pay College - Tanial Conkraborty

To. The Controller, Directorate of Legal Metrology, Consumer Affairs Department, Government of West Bengal, 45. Ganesh Chandra Avenue, Kolkata- 700013

Sub: Joining Report

Sir.

REAL PROPERTY.

In pursuance of office Order No. 239-CAD/13014(13)/3/2018(part-2) dated 16.01.2023, I, Tamal Chakraborty, S/o- Uday Sankar Chakraborty, R.N.C. Road, Subhasgram, ISKCON Mandir More, Poror Math, P.O.- Kodalia, P.S.- Sonarpur, District- 24 Pgs (s), Kolkata-700146, do hereby join as Inspector of Legal Metrology in the Directorate of Legal Metrology, West Bengal under Consumer Affairs Department, Government of West Bengal on 17.01.2023 (FN).

You are requested to kindly accept my joining report and thus oblige.

Enclosed :

i. 1 copy of office letter no: 239-CAD/13014(13)/3/2018(part-2) dated 16.01.2023.

ii. Photo Identity Card

Dated: 17.01.2023

Sincere regards,

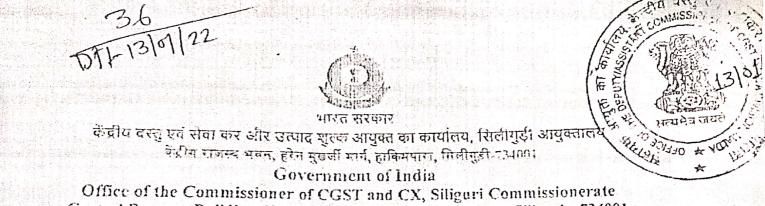
*C+

Tuimat Chateraboriti

Tamal Chakraborty S/o- Uday Sankar Chakraborty, R.N.C. Road, Subhasgram, ISKCON Mandir More, Poror Math, P.O.- Kodalia, P.S.- Sonarpur, District- 24 Pgs (s), Kolkata- 700146

To the Fespected Principal, Vijaygarh Jyotish Ray College Tamal Chakraborty





Central Revenue Building, Haren Mukherjee Road, Hakimpara, Siliguri - 734001

स्था॰आदेश सं॰ /Estt. Order No.- 022022

दिनांक /Dated:06.01.2022

Consequent upon joining (On First Appointment) of undernoted officers (sl no. 1-7) in the grade of Inspector of CGST at this commissionerate, the following transfer and posting is hereby ordered in the grade of Inspectors from and to the place(s) of posting as mentioned below with immediate effect until further order-

क्रिम संख्या / SI. No.	अधिकारियों के नाम / Name of Office	से /From	में/ To
1	Biswajit Sardar	HQRS., (Joined in the forenoon of 31.12.2021, on first appointment)	Malda-III Range, Malda CGST Division
2.	Gautam Garva	HQRS., (Joined in the forenoon of 31.12.2021, on first appointment)	Jorethang Range, Gangtok CGST Division
3.	Shibam Dey	HQRS., (Joined in the forenoon of 31.12.2021, on first appointment)	Jaigaon Range, Coochbehar CGST Division
		HORS., (Joined in the forenoon of	Rangpo-II Range,



भारत सरकार केंद्रीय वस्तु एवं सेवा कर और उत्पाद शुल्क आयुक्त का कार्यालय, सिलीगुड़ी आयुक्तालय केंद्रीय राजस्व भवन, हरेन मुखर्जी मार्ग, हाकिमपारा, सिलीगुडी734001-

Government of India

Office of the Commissioner of CGST and CX, Siliguri Commissionerate Central Revenue Building, Haren Mukherjee Road, Hakimpara, Siliguri – 734001

(ज्ञापन/ MEMORANDUM)

(नियुक्ति प्रस्ताव/ OFFER OF APPOINTMENT)

- 1) केंद्रीय माल एवं सेवाकर तथा केंद्रीय उत्पाद शुल्क आयुक्त का कार्यालय, सिलीगुड़ी आयुक्तालय, क्रोलकाता ज़ोन में श्री विस्वजीत सरदार (जन्म तिथि: 21.09.1993; रैंक: SL/III/2961; अनुक्रमांक: 4410083650; श्रेणी:एससी) को निरीक्षक पद पर अधोहस्ताक्षरी एतद्दद्वारा नियुक्ति प्रस्ताव देते हैं। The undersigned hereby offers Shri/Ms. Biswajit Sardar (D.O.B:21.09.1993; Rank:SL/III/2961; Roll Number:4410083650; Category:SC), the post of Inspector of Central GST & Central Excise in the office of the Commissioner of Central Goods & Service Tax, Siliguri Commissionerate, Kolkata Zone.
- 2) केंद्रीय सिविल सेवा (संशोधित वेतन) नियम, 2016 के अनुसार इस पोस्ट में पे मैट्रिक्स का स्तर-7 (44,900-1,42,400 रुपए) का वेतन मान है (पी बी 2 के पूर्व संशोधित वेतनमान (9,300-34,800+ ग्रेड पे 4600) । यदि आपपहले से ही सरकारी कर्मचारी हैं, तो आपका उपरोक्त वेतन उस समय प्रचलित नियमों और शर्तों के अनुसार तय किया जाएगा।यदि आप सरकारी कर्मचारी नहीं हैं, तो आप पद के न्यूनतम वेतनमान के हकदार होंगे। मौजूदा आदेशों तथा भारत सरकार द्वारा समय-समय पर स्वीकृत किए जाने वाले अन्य भत्ते के अनुसार आप मंहगाई भत्ता तथा अन्य भत्ता पाने के हकदार होंगे, बशर्ते ऐसे नियमों के अनुदान को नियंत्रित करने वाले नियमों और आदेशों के अधीन हों । This post carries the Pay Scale of Level-7 (Rs.44,900 1,42,400) in Pay Matrix as per Central Civil Services (Revised Pay) Rules, 2016 (pre-revised Pay Scale of PB-2 (9300-34800 + GP-4600). If you are already a Government servant, your pay will be fixed in the above scale in accordance with rules and conditions prevailing at the time. If you are not a Government servant, you will be entitled to the minimum of the pay scale of the post. You will be entitled to dearness allowance and other allowances as admissible, as per the existing orders and any other allowances that may be sanctioned by the Government of India from time to time subject to the rules and orders governing the grant of such allowances etc.
 - 3) आपको उक्त पद पर एतददारा निम्नलिखित निबंधन और शर्तों के आधार पर अस्थायी नियुक्ति प्रस्ताव दिया जाता है। You are head of the constant of the second second

You are hereby offered temporary appointment to the said post on the following terms and conditions:-

(I) आप नियुक्ति की तारीख से दो साल के लिए परिवीक्षा पर होंगे। कथित अवधि सक्षम प्राधिकारी के विवेकाधिकार पर बढ़ाया जा सकता है। परिवीक्षाधीन अवधि के संतोषजनक समापन पर, उस पद में आपकी पुष्टि के लिए विचार किया जाएगा। You will be on probation for two years from the date of appointment. The said period may be extended at the discretion of the Competent Authority. On satisfactory completion of probationary period, you will be considered for confirmation in the



DCG DATA-CORE SYSTEMS (INDIA) PRIVATE LIMITED

DC (I) PL / 2502

June 11, 2021

Mr. Prabhat Kumar Jha 2C, Khash Mahal Street Kolkata - 700006 PO: Manicktala

Sub: Contract Employment

Dear Mr. Jha,

With reference to your application and subsequent interview with us, this is to confirm the Terms & Conditions under which you are offered employment in this organization as $\widehat{Project}$ Associate, Kolkata. Please find below the terms and conditions of your appointment.

- 1. The appointment will take effect from **11/06/2021**.
- 2. You will be paid a Basic Salary of Rs. 3750 /- per month.
- 3. You will also be paid:
 - a) City Compensatory Allowance of Rs. 800/- per month.
 - b) Incentive of Rs. 2950/- per month.
 - c) House Rent Allowance @ 60% of your Basic salary per month: Rs. 2250/-.
 - d) Performance Bonus/Other Allowance of Rs. 5250/- per month.
- 4. Your Gross Monthly Salary, therefore, will be Rs. 15,000/- (Rupees Fifteen Thousand Only).
- 5. Your appointment will be subject to the Standard Terms & Conditions of Employment as given in **Annexure I***.
- 6. Your services are liable to be transferred at the discretion of the Company, to any of its offices of its Associates anywhere in India.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the foregoing Terms & Conditions of appointment and also sign the attached * undertaking and return the same in a cover marked confidential within seven days from the date of receipt of this letter.

Very truly yours, DCG DATA-CORE SYSTEMS (INDIA) PRIVATE LIMITED

Sohini Mitra AGM-Human Resources & Administration

Encl: *

DCG Data-Core Systems (India) Pvt. Ltd. erstwhile Data-Core (India) Pvt. Ltd. dba Data-Core Systems (India)



DCG DATA-CORE SYSTEMS (INDIA) PRIVATE LIMITED

DC (I) PL/2524

January 19, 2022

Ms. Moumita Sadhukhan 161, Baithakkhana Road Kolkata - 700009

Sub: Contract Employment

Dear Ms. Sadhukhan,

With reference to your application and subsequent interview with us, this is to confirm the Terms Conditions under which you are offered employment in this organization as **Project Associate** -**Kolkata**. Please find below the terms and conditions of your appointment.

- 1. The appointment will take effect from 19/01/2022.
- 2. You will be paid a Basic Salary of Rs. 3750 /- per month.
- 3. You will also be paid:
 - a) City Compensatory Allowance of Rs. 800/- per month.
 - b) Incentive of Rs. 2950/- per month.
 - c) House Rent Allowance @ 60% of your Basic salary per month: Rs. 2250/-.
 - d) Performance Bonus/Other Allowance of Rs. 5250/- per month.
- 4. Your Gross Monthly Salary, therefore, will be Rs. 15,000/- (Rupees Fifteen Thousand Only).
- Your appointment will be subject to the Standard Terms & Conditions of Employment as g in Annexure - I*.
- Your services are liable to be transferred at the discretion of the Company, to any of its officits Associates anywhere in India.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the foregoing Te Conditions of appointment and also sign the attached * undertaking and return the same in a marked confidential within seven days from the date of receipt of this letter.

Very truly yours, DCG DATA-CORE SYSTEMS (INDIA) PRIVATE LIMITED

Johins milen

Sohini Mitra DGM-Human Resources & Administration

Encl: *

CMMI Level 3, ISO/IEC 27001:2013 & ISO 9001:2015 Certified | CIN: U72300WB2015PTC207542 gd. Office : DG Block, Sector II, Plot - 4, Salt Lake City, Kolkata - 700 091 • Tel : +91 33 2359 3901/02/18/19 ; Fax : +91 email : info@in.datacoresystems.com | web : www.datacoresystems.com

DCG Data-Core Systems (India) Pvt. Ltd. formerly known as Data-Core (India) Pvt. Ltd. dba Data-Core Syst





28/02/2022

Sudinwita Saha Kundalahalli gate Bangalore 560037

Dear Sudinwita,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company[™], we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 55,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Proj Mgmt Analyst - 130}. You will be based in Bangalore, India (INBGL1, 42.5, Omega) Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS PAY (AGP) - ₹893,380.00 PROVIDENT FUND - 42882 FIXED COST TO COMPANY (1+2) - 936,262 ANNUAL INCENTIVE PAY TARGET* - 71470 TOTAL COST TO COMPANY (3+4) - 1,007,732 ANNUAL INCENTIVE PAY TARGET*



You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

You will be required to work in shifts as per the company requirements.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.
- Group Mediclaim: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Rashmi Avinash Director, Talent Acquisition Team

For IQVIA RDS (India) Private Limited

Joining Date: 04-Apr-2022

signHere1

≣IQVIA

Registered Office IQVIA RDS (India) Private Limited Omega, Embassy TechSquare, Kadubeesanahalli CIN: U74140KA2003PTC032950 Marathahalli-Sarjapur Outer Ring Road. Bangalore-560103 www.igvia.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 04-Apr-2022 is made and entered by {IQVIA RDS (India) Private Limited} (hereinafter "IQVIA" and Sudinwita Saha, AGED ({26} (DOB: {14-Aug-1995}), [S-D]/o {Dilip Saha} having Aadhar No. {4422 4476 5013} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Proj Mgmt Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Proj Mgmt Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.



2.3 This Executive's base of operation shall be Bangalore, India (INBGL1, 42.5, Omega) subject to business travel as may be necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. COMPENSATION

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹893,380.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. TERM OF EMPLOYMENT

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:



(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and

(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

(i) your performance of your job in an unsatisfactory manner, as determined by the Company;

(ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;

(iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;

(iv) your misconduct, violation of any law classified as a felony or dishonesty; or

(v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").



Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any bodycorporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. COMPENSATION AND BENEFITS UPON TERMINATION

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.



5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive's ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES



6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:

(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company;



(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.



6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. EMPLOYEE REPRESENTATIONS

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not(i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.

(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

- (i) Gain unauthorized access to the computer system or computer network; or
- (ii) Download, copy or extract any information or data from such system; or
- (iii) Introduce any harmful code; or
- (iv) Cause any damage to the system or network; or
- (v) Cause the non-functioning or malfunctioning of any system or network; or
- (vi) Cause denial of access to any authorized person to the system or network; or
- (vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
- (viii) Tamper or manipulate any system or network with the object of operating the account of another person; or

(ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or

(x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

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(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

- (i) IQVIA data and databases.
- (ii) Statistical methodologies, computer software and documentation.
- (iii) Information about employees (including compensation, benefits and performance reviews).
- (iv) Lists of customers and prospective customers.
- (v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
- (vi) Methods of doing business and business processes.
- (vii) Financial information relating to the performance of the Company.
- (viii) Internal policies accessible only to employees during employment.
- (ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.



(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:

If to the Executive, to: Executive's Residential Address Sudinwita Saha Kundalahalli gate Bangalore India 560037

If to the Company, to:

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IQVIA OFFICE OF GENERAL COUNSEL, Omega Embassy TechSquare Marathahalli- Sarjapur Outer Ring Road Kadubeesanahalli Bangalore 560103 Office: + 91 80 3769 0000/0100 Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.



14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of IQVIA RDS (India) Private Limited

Rashmi Avinash Director, Talent Acquisition Team



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Ref. No.: BWU/REG/HRD/OFL/4082022/01 Date: 04-08-2022

To Mr. Debayan Chakraborty Block-13, Flat-8 S.M.Nagar Government Housing Estate (Phase-2) Kolkata-700143

Subject: Offer Letter

Dear Sir,

We are pleased to offer you the position of Assistant Professor in the Department of Allied Health Sciences under the School of Medical & Allied Health Sciences of Brainware University on the following terms and conditions:

- a) You will join your post on 6th August, 2022; however, the joining date may change with prior intimation from our side;
- b) You will be paid gross salary of INR.26,220/- (Rupees Twenty Six Thousand Two Hundred Twenty Two only) per month, less statutory deductions, as applicable;
- c) Initially, you will be on probation and the probation period shall continue till issuance of letter of confirmation. Non-issuance of confirmation letter shall mean continuance of probation period.
- d) You will be involved in the areas of Teaching in Theory and/or Laboratory / Workshop, Supervising research scholars, Academic administration, Industry-Institute interaction programmes, FDP, Corporate training, Management development programme, various co-curricular and extra-curricular activities of the students and also in learning process in the area of your discipline and allied fields.
- e) You shall be involved in the areas of Teaching in Theory and/or Laboratory / Workshop, Supervising research scholars, Academic administration, Industry-Institute interaction programmes, FDP, Corporate training, Management development programme, various co-curricular and extra-curricular activities of the students and also in learning process in the area of your discipline and allied fields.
- f) You shall assist in research and development work as and when be required, with any recognized institution / organization jointly with Brainware University.
- g) You shall participate and/ or conduct in organizing seminar, workshop, symposia etc. in collaboration with various Government and non-Government agencies. You shall maintain an industry-institution interface and engage in academic activities, as may be required by the University.
- h) You shall perform UGC, regulatory bodies, NAAC, NBA, NIRF, ARIIA related work, administrative and other allied duties as may be necessary assigned to you from time to time by the authorities. You shall also perform any other incidental work, as and when instructed by the authorities.
- i) You shall also be actively engaged in the social activities of the students, or of the Brainware University, as and when required.
- j) Your working hours shall be at least eight hours and thirty minutes including thirty minutes lunch break. You may be required to stay in the Institution beyond the working hours as mentioned above for the interest of the students and for the educational/administrative activities.
- k) You shall attend University regularly and punctually and strictly adhere to the time schedule and University discipline as prevalent from time to time.

BRAINWARE UNIVERSITY

Barasat Campus : 398, Ramkrishnapur Road, Barasat, Near Jagadighata Market, Kolkata, West Bengal 700125 (C) 03371445566 / 03371445592

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- During the tenure of your employment with the University, you shall not indulge in any act prejudicial to the reputation and educational activities of the University.
- m) You are liable to be transferred to any other department or institution that may be promoted by the University or to any other establishment (as may be felt necessary by the Chancellor of the University) under the same group. You may be sent on deputation to any other division within the country which may be under the same group, if required.

Your refusal to join duty at the new place of transfer shall be deemed as break in service and in that event, you shall not be entitled to make any financial/ monetary claim.

- Nou shall not be permitted to carry software in any form, hardware, instrument, machine, any parts of machine, other document(s) owned by the University outside the premises of the Institution without written approval of the person designated by the University.
- o) The University expects you to work with a high standard of initiative, efficiency, responsibility and integrity. You shall devote your entire office time to the work of the University and shall not undertake any other business or outside work without the written permission of the Authority.
- p) You may be subject to appraisal of your performance every year. Your confirmation of service to this designation, as also increment, shall be related to satisfactory performance in the appraisal, student feedback, participation in University activities, attendance, punctuality, proper maintenance of laboratory / workshop instruments / machines, proper maintenance of records and documents, involvement in research work, project work etc.
- q) You shall be entitled to the benefit of leave, gratuity, group medical insurance and other applicable benefits which are extended to the eligible employees of the University as per rules.
- r) Any change in your address or contact details should be intimated immediately in writing with relevant documents to the Registrar. The University shall not be responsible for any lapse on your part in reporting the changes in your address.
- s) You shall be solely responsible to safeguard/maintain the assets of the University handed over to you viz. Laptop (along with accessories), articles, documents etc. during your tenure at the appointed designation, as a mere custodian for the time being. Further, you shall also sign/execute an Indemnity Bond in favor of the University, for the assets of the University entrusted upon you during your employment tenure till the date of your last working day (hereinafter referred to as LWD), for returning the same back to the University therein.
- t) You may resign by serving one month notice period in writing to the University or one month's salary in lieu thereof during probation period. After confirmation, you may resign by serving two months' notice in writing to the University or two months' salary in lieu thereof. However, the exercise of confirming the options out of the said two alternatives during probation period as well as after confirmation, lies at the discretion of the University itself. Your said resignation shall not be accepted under any condition, if it is found that such act would affect the academic progression of the students. The University may terminate you giving one month notice in writing or one month salary in lieu thereof during probation and after confirmation giving two months' notice in writing or two months' salary in lieu thereof.
- u) You shall not accept any present, commission or any sort of gratification in cash or kind from any individual or company having direct/indirect relation with the University and if you are offered any, you should immediately report the same to the Higher Authority. In violation of the above, disciplinary action shall be taken against you by the Higher Authority including termination of service without notice accordingly.
- v) You shall be liable for a medical check-up by a registered Medical practitioner of University's choice at any time during the continuance of your employment with University. The management may terminate

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your service, if you are not found medically/mentally fit as per medical standards prescribed by the University without notice.

w) You shall not, during the continuance of this appointment / employment and thereafter, disclose, divulge or communicate to any interested or other persons, whatsoever, any information relating to the Institute's technical knowhow, business practice or any other information of a confidential character. You shall treat the information obtained by you during the tenure of your employment with the Institute/University, either directly or from the other employees/associates of the institute, as strictly confidential. Such information may include without limitation, the institute's finances, stakeholders details, mode of operation, information relating to research, project, development, planning, etc.

You are expected not to divulge / share any administrative/organizational matter of the institute/university with any outsiders which may be your personal privilege to know by virtue of being an associate of this institute/university or any such other information, the disclosure of which is prejudicial to the interests of the institute/university.

x) Your service shall be terminated without notice for suppression of any information or for furnishing any false information with a view to obtain employment elsewhere as also in this Institution. You shall be subjected to disciplinary action for wilful negligence, disobedience, misconduct and misdemeanor as per rules of the University.

If the management decides that you are found as a non-performer or guilty of fraud, dishonest, disobedience, misbehavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter or otherwise, your services may be terminated without notice and on account of any of the acts or omission, the Institution shall be entitled to recover the damages from you.

y) Any violation of the above terms and conditions shall be, at first, be resolved through mediation vide conciliation carried out through the authority, failing which the matter shall be referred to an Arbitrator for adjudication of the disputes arisen therein under the provisions of the Arbitration and Conciliation Act, 1996 as amended till date. All disputes arising out of this letter shall be subject to the Courts having jurisdiction of Kolkata only.

Please send reply of this communication as a token of your acceptance of the terms and conditions mentioned herein.

Thanking you,

Yours truly,

Ms. Mahua Pal

Registrar

Brainware University

BRAINWARE UNIVERSITY

Barasat Campus : 398, Ramkrishnapur Road, Barasat, Near Jagadighata Market, Kolkata, West Bengal 700125 (C) 03371445566 / 03371445592

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ASHOKA UNIVERSITY

Established by the International Foundation for Research and Education (IFRE) under Haryana Private Universities Act 2006 Ashoka University is approved by UGC (2f) and DSIR (SIRO).

04-05-2022

Ratnesh Karjee Vill-Mukrub, P.O.-Gagi, P.S.-Baghmundi, Dist-Purulia, West Bengal, PIN-723212 (India)

Dear Ratnesh,

We are pleased to inform you that on the basis of your selection based on test and interview, you have been selected as a **Junior Research Fellow** under the supervision of Dr. Balaji Chattopadhyay for One Year (renewable upon satisfactory performance) for the following research project. Your appointment will begin **14-05-2022** and end on **14-05-2023**.

Project Title: Whole genome sequencing and comparative genomics to understand the evolution, genomic diversity and immunity of bats from the Indian subcontinent **Funding Agency:** SERB-CRG grant **PI:** Dr. Balaji Chattopadhyay **Host Institution:** Ashoka University

Remuneration:

You will receive a monthly remuneration of **Rs. 25,000/- per month + HRA (8% of monthly remuneration)** Consolidated Monthly Salary: **Rs. 27,000/-**

Medical Benefits:

Ashoka University will provide with INR 1,00,000 (One Lakh) of floater medical insurance policy on yearly basis with effect from the Effective Date of Appointment.

One month's notice or in lieu one month's remuneration from either side will be payable in case of discharge or resignation from the project.

Your service with the University will be governed by its rules and regulations.

You are requested to give a formal acknowledgement of acceptance of this offer of appointment within 7 Days of receiving this letter.

We welcome you to Ashoka University and look forward to a fruitful association.

Yours sincerely,

Prof L S Shashidhara Dean of Research, Ashoka University

all

ACCEPTANCE:

I accept the offer of **JRF** and agree to abide by the terms stated in this letter.

Name

Date (DD/MM/YYYY)

Copy to:

- 1. Office of Research
- 2. Principal Investigator (PI): Dr. Balaji Chattopadhyay
- 3. Office of Finance



US Office San Francisco, CA

India Offica New Delhi, Delhi CIM, U809040L2013PTC250698 OSTIM, 07AADCE33940128

Date: 01-05-2022

Tex.

Ms. Javalha

D/o Sh. Prakash Jha

Address 14/2 Maa Tara Residence Khagendra Nath Ganguly Lane Salkia Howrah West Bengal

Appointment Letter

Dear Ms. Jaya Jha

With reference to your application and your subsequent interview, we are pleased to appoint you as <u>Subject Matter Expert</u> at Evelyn Learning Systems Pvt. Ltd. (hereinafter referred to as **"Company"**) with effect from <u>01-05-2022</u>, with the following terms and conditions:

- 1. Posting: At present you shall be based at Noida. However, "Evelyn Learning Systems Pvt. Ltd." (henceforth defined as "Company") reserves the right to transfer you to any other location where the "company" has an office or will start a new office in future, as may be necessary. In the event of your transfer, the terms and condition of employment outlined herein shall continue to apply with any other modifications thereof as may be applicable. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting. Your services are liable to be transferred either temporarily or permanently to any of our present/new, facilities/department/divisions or subsidiaries/associated company of the Group or branches anywhere in India, at the discretion of the management.
- Reporting: During the employment period you will report to "Privanka Chatterjee" in the Company. However, the Company may change your reporting authority at any time at its sole discretion.
- 1. Remunerations: You will be entitled to a fixed Annual remuneration of INR 221544 on a Cost to Company basis ("CTC"), including Basic Salary, Fixed Allowances and other benefits applicable, as per the prevailing rules and regulations and policies of the Company governing your employment. The breakup of your fixed annual remuneration is enclosed in Annexure – 1. All tax liabilities, direct or indirect, state or local, whether payable in India or elsewhere arising out of your entire remuneration package, present or future, shall be borne by you. Your salary will constitute the full and complete monetary consideration and compensation for all services performed by you for the Company during the course of your employment. All the expenses incurred by you on conveyance and travel for official work will be

The "Company" also retains its right to terminate the employee's contract, if the employee is not medically fit declared by him/her at the time of joining. In this case the "Company" reserves its right to terminate the employee contract without giving any prior notice.

Notice Period- The employee must serve one month notice period as applicable, before leaving the organization. Full and Final settlement shall be done after 45 days from the date of resignation.

Resignation- When the employee resigns from the "Company" on a voluntary basis, the "Company" reserves its right to recover the employee one monthly basic salary in lieu of the notice period and the Full & Final will be paid after 45 days from the date of resignation.

I have read and understood the above terms and conditions of employment and the accompanying benefits schedule and agree to accept the employment on these terms.

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Employee Signature: Jarfa Fron

Employee Name: Java Jha

Employee Mobile: <u>9007410581</u>

Employee PAN: BZFPJ2635H

For Evelyn Learning Systems Pvt Ltd

Authorized Signatory



May 19, 2022

Kirti Gupta

Dear Kirti Gupta,

Further to our discussions, we are glad to utilize your services, on the basis of retainership with the following terms and conditions:

You will be retained as Indexing-Life Science Consultant from May 19, 2022 to October 31, 2022.

- a. Further renewal of this contract can be made by mutual consent.
- b. Fifteen (15 days) clear notice to be given by either side to terminate / discontinue your services.
- 2. You will be working in your area of expertise.
- 3. You will be paid a retainer fee of INR 18000/- per month subject to appropriate tax and other statutory deductions, as applicable.
- 4. You are expected to render your services for not less than 8 hours in a day.
- 5. Please note that you will not be eligible for any other benefits applicable to the other regular employees of Scope.
- 6. You have to adhere to the Information Security Management system procedures and acknowledge/sign the User Access Agreement; Scope Consent Form; Confidentiality and Non-Disclosure Agreement, as part of this Agreement.
- 7. You are eligible to observe all National/Festival Holidays listed out by Scope from time to time and also you will be eligible for one day leave per month with prior approval.
- 8. On every 26th, you have to raise an invoice and submit through your respective Head of the Department.
 - a. In the invoice, you should clearly mention the number of days served along with the details of services rendered with due approval by his/her authorized official.
 - b. Only on receipt of the approved invoice, with due endorsement by HR, Finance Department will release the retainer fee within a week's time.
 - 9. You are expected to maintain strict confidentiality about the details given to you during your services with us.

Scope e-Knowledge Center Pvt. Ltd. Corporate Office: Jayant Tech Park, 2nd Floor, No. 41, Mount Poonamallee Road, Nandambakkam, Chennai - 600 089, Tamil Nadu, India

Regd. Office: R S No. 4/5 & 4/6,Gothi Industrial Estate, Kurumbapet, Puducherry, 605009, India www.straive.com • CIN: U93000PY2017PTC008168 • GST No.: 33AANC57691BIZ5



- Prior Inventions: Inventions, if any, patented or unpatented, which I made prior to the commencement of the contract with the Company, are excluded from the scope of this undertaking.
- 5. Successors and Assigns: This undertaking will be binding upon my heirs, executors, administrators and other legal representatives and will be for the benefit of the Company, its successors and its administrators and other legal representatives and will continue in full force and effect. Neither this undertaking nor any of the rights, interests or obligations hereunder may be assigned by me or the Company; provided however, the Company may assign this undertaking and the rights, interests and obligations hereunder to any of its affiliates.
- 6. Survival: The provisions of this undertaking shall service the termination of my employment and the assignment of this undertaking by the Company to any successor in interest or other assignee.
- 7. Contract: I agree and understand that nothing in this undertaking shall confer any right with respect to continuation/renewal of contract by the Company, nor shall it interfere in any way with my right or the Company's right to terminate my contract at any time, with or without cause.
- 8. Waiver: No waiver by the Company of any breach of this undertaking shall be a waiver of any preceding or succeeding breach. No waiver by the Company of any right under this undertaking shall be construed as a waiver of any other right. The Company shall not be required to give notice to enforce strict adherence to all terms of this undertaking.

This undertaking shall be effective as of the first day of my contract with the Company.

I understand that this undertaking affects my rights to inventions I make during my contract, and restricts my right to disclose or use the company's proprietary information during or subsequent to my service period.

I have read this undertaking carefully and accepted all the conditions.

Signature	:	Kirchi Guertos.
Name in Full	:	Kirti Gupta
Date	:	19th May 2022.

Scope e-Knowledge Center Pvt. Ltd. Corporate Office: Jayant Tech Park, 2nd Floor, No. 41, Mount Poonamallee Road, Nandambakkam, Chennai – 600 089, Tamil Nadu, India

Regd. Office: R S No. 4/5 & 4/6,Gothi Industrial Estate, Kurumbapet, Puducherry, 605009, India www.straive.com • CIN: U93000PY2017PTC008168 • GST No.: 33AANC57691B1Z5

Philippines - China - India - Vietnam - US - UK - Nicaragua - Singapore



APPOINTMENT LETTER

29 December, 2021

Dear Sayan Sarkar,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

- 1. Your initial place of work will be at **IN-Kolkata**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
- 2. You will be expected to attend office except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

- 1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 58000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
- 2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
- 3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
- 4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

Signed by Sayan Sarkar | sayansarkarmicrobiology@gmail.com | 29-12-2021 09:18:50 PM IST | 165.225.124.157

ANNEXURE I

Name	Sayan Sarkar
Designation	Associate
Date Of Joining	31 December, 2021
Level	AA
Basic	58000
House Rent Allowance	29000
Bonus	16800
WBP	24370
PF	9874
	2790
Gratuity	4166
ESI Tourst Cost To Company (per	145000
Target Cost To Company (per	149000
Annum)	



18 April, 2022

Ms. Seena Basu EMP ID: 407068 Bimal Kuthi, Rishi Bankim Nagar, Baruipur, South 24 Parganas, West Bengal - 700144.

SPi/AL/BKS/2022/3222

Dear Seena,

Offer of Appointment

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as **Trainee - Reviewer Selection Editor** with effect from 18 April, 2022.

Terms and Conditions :

- 1. **Compensation :** Your cost to the Company would be **INR 23,600** per month and break-up details are as per **Annexure 1**.
- 2. You will be reporting to Deputy Manager and your essential facts of the job will be discussed and your progress will be monitored by your reporting authority.
- 3. Transfer/Deputation : Your initial place of posting/deputation will be at Chennai. However, you are liable to be transferred/deputed at any time on temporary or permanent basis to another department / establishment within the Group or under the same Management or post or place in any part of the World, where the Management may establish its office, later on. Upon such transfer/deputation, the rules and regulations of service applicable to such post or at the place of transfer/deputation, will become applicable to you.
- 4. Probation : You will be on probation, for a period of six months and after successful completion of which you may be considered for a permanent position or otherwise informed. Your probationary period will be assumed to have been extended until such time as you receive a letter offering you a permanent position. Mere completion of the probationary period or any extension thereof would neither entitle you to automatic confirmation nor any implied confirmation.
 - a. On completion of your probation period, your performance would be evaluated. Based on your performance, Management reserves the right to re-designate you.
 - b. In case of termination during the probation period, the Company is liable to give 45 days prior notice and if you resign during the probation period, you are liable to give 45 days notice.
 - c. In case you do not give sufficient notice, the Management reserves the right to take further suitable action against you.
 - d. During the probation period you are eligible for leave, strictly as per the leave policy of the Company.

5. Termination after Confirmation :

a. On successful completion of the probation period and upon our offering you a permanent employment, the employment shall be terminable by either party by giving 60 days notice or payment of salary in lieu thereof. However, acceptance of salary in lieu of notice period is at the sole discretion of the Company.

SPi Technologies India Private Limited, Block 9B, Level - 6, DLF ITES/SEZ IT park, 1/124 Shivaji Garden, Mount Poonamallee Road, Ramapuram, Chennai 600 089 • T +91 44 4395 0500



- b. If you remain absent from work without any intimation and permission for a continuous period of five working days or more, you shall be deemed to have resigned, your employment with us, with effect from the day you completed 5 working days of such absence.
- c. You cannot take any employment directly/indirectly with any of our clients or their affiliates, without written permission from SPi Technologies India Private Limited.
- 6. **Responsibility and Accountability :** You will be briefed about these separately upon your joining. You will have the responsibility to carry out duties for efficient and economical operation in the areas, which are being assigned to you now or subsequently.
- 7. Medical Fitness: This offer of employment is subject to you being medically fit. You shall at any time subject yourself to medical examination as may be ordered by us to ascertain the state of your health and medical fitness to carry out your employment with us. If you are declared medically unfit on such medical examination or if you refuse to subject yourself to such medical examination as ordered by us, you shall be deemed to have voluntarily resigned.
- 8. **Age of Retirement :** Please note that unless your services come to an end on account of resignation, termination or dismissal, or by any mode of separation you will retire on completion of 58 years of age.
- 9. During your probation and after confirmation, you shall not undertake directly or indirectly any other business, work or public office on payment or otherwise except with prior approval in writing from the Management.
- 10. You will be committed not to divulge any secret or valuable information, which is likely to damage the interests of the Company. All documents, specifications, reports, software etc. developed during your tenure with SPi Technologies India Private Limited will be Company's property and you will not be permitted to take them with you either while leaving your services or use thereafter.
- 11. All properties of the Company including documents, magazines, books software, journals etc. are for exclusive use of the Company personnel within the Company premises and you shall not allow any outsider to use such property. In case you are authorized to take any Company property out of the Company premises, you shall be liable for any loss or damage to the same, while these are under your custody.
- 12. You shall not be allowed to take out any material from the Company premises or bring into the premises any material without the written permission of the Management.
- 13. The designation assigned to you is subject to change depending upon the nature of work assigned to you from time to time. Details of your remuneration should be treated as strictly personal and confidential and should not be shared with any other employee of the Company.
- 14. Your monthly salary will be credited to your ICICI Bank Account, which the Company will facilitate to open at our office premises, if not available.
- 15. Company will monitor and audit Internet access for the purposes of assuring system security, proper usage, and for performance impact. The employee has no rights of privacy in their use of the Internet and must adhere to the Internet Usage Policy set in the Company.
- 16. You shall not disclose to any person, firm or corporation any trade, technical or technological secrets, any details of organization or business affairs, any names of past or present customers of the Company or its affiliates or any other information relating to the business or businesses or their affiliates.

SPi Technologies India Private Limited, Block 9B, Level – 6, DLF ITES/SEZ IT park, 1/124 Shivaji Garden, Mount Poonamallee Road, Ramapuram, Chennai 600 089 • T +91 44 4395 0500



- 17. The nature of job calls for shift work arrangements and under such circumstances you may be expected to work on shifts, as may be assigned, depending upon the projects.
- 18. Tax Liability :
 - a. The taxability of allowances / reimbursements is to be considered in the light of the tax laws prevailing at the relevant time. In case, any tax has to be recovered from any of the reimbursements because of changes made by the Government, it will be recovered from your salary.
 - b. Income tax, professional tax and all other statutory taxes shall be deducted from your pay, as applicable from time to time. However, it will be entirely your responsibility for payment of all other taxes.
- 19. You will work within the framework of the organizational structure, policies and directions as laid down by the Management. Other terms and conditions of your employment, which have not been exclusively dealt with or not covered under this offer of appointment will always be in accordance with the HR Manual, Policies of the Company, as applicable to you, existing at this point of time and /or amended, introduced, implemented from time to time.
- 20. You shall notify any change in your residential address to the Company in writing within 7 days from the date of such change along with the proof, otherwise the residential address provided at the time of joining shall be considered as valid.
- 21. Any loss/ penalty/ fine incurred by the company due to any information given by you, which otherwise should not have been given by you due to any confidential agreement or contractual agreement entered into by you, will be made good to the Company by you.

This offer of appointment letter is not to be changed, corrected modified or terminated unless it is changed in writing, and signed by the parties hereto.

Please return the duplicate copy duly signed as a token of your acceptance of the terms of employment.

for SPi Technologies India Private Limited

Manoj P Vice President – Human Resources

The above terms and conditions have been read, understood, accepted and I would abide by them.

Signature of Acceptance

Date :

Name : Seena Basu

SPi Technologies India Private Limited, Block 9B, Level – 6, DLF ITES/SEZ IT park, 1/124 Shivaji Garden, Mount Poonamallee Road, Ramapuram, Chennai 600 089 • T +91 44 4395 0500



ANNEXURE 1

SALARY STRUCTURE

Name	:	Ms. Seena Basu
Designation	:	Trainee - Reviewer Selection Editor
Department	:	Abstracting and Indexing

Components	Per Month (INR)	Per Annum (INR)
Basic Pay	10900	130800
House Rent Allowance	5450	65400
Special Allowance	5450	65400
Gross Salary	21800	261600
Employer PF	1800	21600
Employer ESIC	-	-
Total CTC	23600	283200
Employee PF	1800	21600
Employee ESIC	-	-
Pre Tax Take Home	20000	240000

** Subject to deduction of Income Tax if any

Mediclaim Insurance Coverage *	INR 100,000 (Rupees One Lakh Only)
Accident Policy Coverage *	INR 100,000 (Rupees One Lakh Only)
* As per company policy	

Note: Contribution by the Employee towards the PF/ESI at the appropriate Contributory percentage. **for SPi Technologies India Private Limited**

Manoj P Vice President – Human Resources

I accept the above CTC structure breakup and I am aware that this is confidential and shall not disclose this information to others.

Signature of Acceptance with date

SPi Technologies India Private Limited, Block 9B, Level – 6, DLF ITES/SEZ IT park, 1/124 Shivaji Garden, Mount Poonamallee Road, Ramapuram, Chennai 600 089 • T +91 44 4395 0500

GEE KAY HUMAN RESOURCES PVT LTD

27, PUTHIYA COLONY VITTAVIDAGAI, SENTHAMANGALAM, SRIPERUMBUDUR, KANCHEEPURAM DIST

(U74910TN2019PTC130846)

APPOINTMENT ORDER

AME OF THE EMPOLYER (COMPANY): MOTHERSON SUMI WIRING INDIA PVT LTD

TO,

THIRU/TMT/SELVI : PUJA BAITHA AADHAR NO : 375509177932

You have been selected / shortlisted for the Post/Skill training of <u>OPERATOR</u> <u>IN AUTOMOBILE COMPANY</u> with a salary/stipend of <u>Rs. 12,369/-</u> per month.

The date of joining is **<u>13.06.2022</u>**

Place: SUNGUVARCHATRAM Date: 17.07.2022

Authorized Signatory of the company

899434, Email ID: geekayhumanresources20@gmail.com ,www.geekayhumanresources.com

Inframandi Technologies Pvt Ltd.

35/1A, Strand Road, Kolkata -700006, West Bengal, India, CST No. 19AAGC18927B1ZP, E Mail - info@inframandk.com, Phone No. 990434995

- Tushar Dev

2/27, Samajgarh, Regent Park,S.O 17, Ranikuthi Tollygunga Kolkata-700040 West Bengal Mobile - +91 9163390364

Subject: Appointment

We refer to your application and the subsequent interview for employment in our organization. We are pleased to appoint you as Operation Executive in our company on the following terms and Dear Mr. Tushar Dey, You will be on probation for a period of six months from the date of joining. The period of

conditions:

- probation can be curtailed or extended depending on the assessment of your performance You will continue to be on probation unless your services are confirmed in writing. During the probation period, anyone can terminate the employment agreement by giving 7 days' pror written notice or by paying monthly gross salary in lieu of unserved notice period. Your initial place of posting will be Kolkata, however, your services are liable to be transferred to any location, department of Inframandi Technologies Pvt. Ltd. or its group
- Details of your compensation at income Tay of any other deduction payable to you A. Unitaries of your compensation on provide an une announce, compensation payable to shall be subject to deduction of income Tax or any other deduction as required by law. Small be subject to deduction of a local to the stand of any other deduction as required by the company. You shall be required to work for 6 days a weak as per the roaster fixed by the company.
- 3.
- You shall be required to work the Company's policy. You are required to be flexible and to Leaves can be taken as per the Company's policy. You are also even that is and to Leaves can be taken as per molecularity a policy. The are required to be itexible and to Undertake all duties associated with your role diligently. You are also expected to undertake undertake all during associated with you to your normal during to undertake allow apected to undertake reasonable alternative duries in addition to your normal duries that may be associated with reasonable alternative associated to you by the Company, from light to the Transferred with reasonable alternative dates in subject to you by the Company, from time to time. The Company 5 your role and as may be assigned to you by the Company, from time to time. The Company 5
 - decision in this regard would state mit and honestly and will not disclose, utilize or divulge You will discharge your duties diligently and honestly and will not disclose, utilize or divulge You will discharge your curve engening the affairs, processes, techniques, etc. without written to any other company, firm of person, the affairs, processes, techniques, etc. without written
- consent from the management. You will be governed by the policies, norms rules & regulations as applicable to your grade
- and establishment of your posinge. This appointment is made on the basis of the information you have furnished in your This appointment is made to build that any information / document furnished in your 5
- This appointment is made on the prime in information / document furnished by you is application. If at any time it is found that any information without notice or common you is application. If at any time it is routed to be terminated without notice or compensation incorrect, your appointment will be liable to be terminated upon owned a decision of the liable to be terminated upon owned a decision of the liable to be terminated upon owned a decision of the liable to be terminated upon owned at th Incorrect, your appointment will be liable to be terminated upon giving 7 days notice or During probation your services will be liable party. Post confirmation of your service or During probation your services will be written party. Post confirmation of your services, Basic Salary in her of notice period, by either party upon giving two months' notice or to
- Basic Salary in tieu of nonce period, by call party upon giving two months' notice or two months' services can be terminated by either party upon giving two months' notice or two months' Services can be terminated by early except in the case of dismissal or termination of services Basic Salary in neurof notice period, except in the entitled to any such notice or early of services Basic Salary in ties of nonce period, while not be entitled to any such notice or salary in lieu on account of misconduct when you will not be entitled to any such notice or salary in lieu on account of misconduct the employment without giving notice you shall be the employment. on account of misconduct when you we have without giving notice you shall have to pay thereof, in case you leave the employment without months Basic Salary.

Thereof in case you have the complexition where giving honce you a liquicated damages of an amount equal to three months basic Salary Reacted damages of an amount expert of this instant price paraty You shall be provided with an IT Asset/ any other asset or IT login credentials for your You shall be provided with an (17 wastering of the engagement, you need to return the LLAsset to the allotted work. Upon termination of your engagement, you need to return the LLAsset to the

Intramandi Technologies Pvt Ltd. GST No. 19AAGC13927B1ZP, E Mail – info@inframandi.com, Phone No: 9903353555 55/1A, Strand Road, Kolkata -700006, West Bengal, India.

company. In case of any damage to the IT Asset, we shall be entitled to recover the cost of damage or loss of the IT Asset from the Company has a right to recover any cash or any damage or loss of the IT Asset from you. Company has a right to recover any cash or any asset which may be banded over to travely any has a right to recover any cash or any asset which may be handed over to you at any time during your deputation. 10. If at any time in the opinion of the company which shall be final in this matter you become insolvent or are found with at disk on the company which shall be final in this matter you become insolvent or are found guilty of dishonesty, disobedience, disorderly behavior, negligence, indiscipline absonce from the distribution of the company which shall be final in this matter you become indiscipline absonce from the distribution of the company which shall be final in this matter you become indiscipline absonce from the distribution of the company which shall be final in this matter you become indiscipline absonce from the distribution of the company which shall be final in this matter you become indiscipline absonce from the distribution of the company which shall be final in this matter you become indiscipline absonce from the distribution of the company which shall be final in this matter you become indiscipline absonce from the distribution of the company which shall be final in this matter you become indiscipline absonce from the distribution of the company which shall be final in this matter you become indiscipline absonce from the distribution of the dist indiscipline, absence from duty without permission, breach of trust, loss of confidence, insubordination of confidence. insubordination or any other conduct considered by the company as detrimental to its intersets, or of violation of an any other conduct considered by the company as detrimental to its interests, or of violation of one or more terms of this appointment, your services may be

. 11. You will not engage yourself in any other trade, profession or vocation, directly or indirectly, part time or full time, and whether for gainful purpose or otherwise. 12. All documents, plans, drawings, photos, reports, statements, formulas, data (electronic or otherwise), correspondence, etc. and also information and instructions that may pass through you or come to your knowledge will be treated by you as confidential and you will be

- bound to keep them secret and will not divulge or pass over to anyone either during or on 13. You will also undertake to indemnify the company and its affiliates from any loss or damage
 - arising from any breach of this undertaking. If required, you will sign an agreement of
- 14. You shall keep the company informed in writing about change in your civil status or residential address and other contact details.
- 15. You will superannuate from the services of the company on attaining the age of 58 years. 16. In the event of your being indulging in any acts or commission constituting misconduct, including unwelcome physical contact and advances and / or a demand or request for sexual favour and/or sexually colored remarks/jokes, and /or showing pornography and / or any other physical, verbal or non-verbal conduct of a sexual nature, which will tantamount to an act of moral turpitude, you shall be dealt with appropriately.
 - 17. Company may amend the provisions of this Letter from time to time, provided that such amendments to the Letter are in accordance with the applicable law.

You will join on 1st April, 2022 failing which, unless any extension thereof is agreed in writing, this appointment automatically stands cancelled and invalidated. You will sign a copy of this appointment as a token of your acceptance of all the above terms and conditions.

We look forward to a long and fruitful association with you.

Yours Sincerely For Inframandi Technologies Pvt. Ltd.

Authorized Signatory

DECLARATION: I have been explained/read/understood/the above terms & conditions and agree to abide by Jushar Dev them



Reliance SMSL Limited

Ref No. HR/FEB/22/K2/60201531/1001138294

Date: 24.02.2022

Sourav Goswami Nill,Chowhati desapriya block,Chowhati desapriya block West Bengal,India 700149

Offer-cum-Appointment Letter

Dear Sourav,

This is with reference to your application and subsequent Test and Interviews you had with us.

We are pleased to offer you an appointment as Sales Officer in the employment of the company subject to your joining on or before 12.03.2022. The offer shall automatically lapse if you do not join.

Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as Sales Officer in Grade K2 and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time.

You will receive an Annual Gross Compensation (including Basic and allowances) of Rs. 230000/- per annum as below:

	[·] Rs. per month
Basic	11500
HRA	7667
Conveyance Allowance	
Monthly Gross	19167
Annual Gross	. 230000

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization. The tenure of your employment shall be subject to the requirement of the services provided by us to our client and shall also be subject to the requirement of the project with the client.

The terms and conditions in this letter and the annexures thereto will form terms of appointment upon your joining.

Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.

Please note the documents to be submitted on your date of joining as part of joining compliance. We wish you a long successful association with us.

Yours faithfully, For **Reliance SMSL Limited**

Authorised Signatory

Signature of the Employee: Encl: Terms and Conditions of Employment - Annexure - I

> Reliance SMSL Limited (formerly Strategic Manpower Solutions Limited) CIN: U74995MH2007PLC167704

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Morg, Dhebi Talaa, Mumbai-400 002, India. Phone: +91 22 67673800

REF: SDPL/HRM/App/July22/1197

To,

Soma Halder Vidya Sagar Colony, Naktala,Kolkata West Bengal-700047

Dear Soma,

Subject: Appointment Letter

DIAGNOS

DATE : 18th July,2022

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as Front Office Executive in the Operations department, in our organization effective from 18th July, 2022 subject to the following terms and conditions.

1. Job Title

You shall be designated as Executive, in Band -1A.

2. Date of Joining

Your Date of Joining with us is 18th July,2022.

3. Annual Compensation

Your total Annual Compensation would be Rs.145208/- (One Lakh Forty Five Thousand Two Hundred and Eight Only). The details and breakup of the same, will be as per annexure A

As part of the fixed Annual compensation, you will also be covered by our Provident Fund and Gratuity Funds as per company policies.

4. Posting & Transfer

You will initially report at our Garia unit at West Bengal. However, your services are liable to be transferred, at the sole discretion of the Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location

5. Probation

You will be on probation for a period of 6 months. You will be expected to demonstrate your suitability for the appointed role through performance as per expectations of the role. On satisfactory performance, your employment would be confirmed through an order of confirmation issued in writing The period of probation could be extended for a minimum period of three months and a maximum period of six months at the discretion of the Management in case it is felt that this additional time is required by you to match up to the expectations of the role. In such case, you would continue to be on probation till the specified date. Discretion to extend the probation period and the exact period of such extension are discretionary on the part of the Management. In case you are unable to meet the expectations from your role during the probation period and neither a confirmation order nor a probation extension order is issued before the end of the probation period, your appointment will stand cancelled at the end of the probation period or extension of the same and an order of nonconfirmation of probation will be issued to you terminating the contract of appointment

6. Full time employment

6. Full time employment, you will devote your full time to the work of the company and will not During your employment, you will detail of full day or part of the work of the company and will not undertake any direct or indirect business for full day or part of the day with either a renuneration, an indertake any direct or indirect business of non-monetary consideration and entry with either a remaineration, an honorarium or such other monetary or non-monetary consideration in the capacity of an employee, partner, consultant, advisor, director, or any other capacity, except with the prior written approval from

- On termination of employment, you shall promptly return to the Company all Information, all Intellectual Property and all other property of the Company. On breach of same. Company may take legal action against the employee.
- If you are found to absent from the work for more than 3 business working days without
- information, it would be considered as absconding from the job and disciplinary investigation and subsequent action will be initiated through proper legal channels. Your services with the organization may be terminated and / or you may be blacklisted from employment, basis the nature and sensitivity of the breach of discipline and legal recommendations. In such cases,
 - Notwithstanding any of the above, the management and HR reserve the right to forthwith terminate your services, and all service conditions as per the appointment contract, in case of proven act of indiscipline, fraud, criminal offense, or any other misconduct, reported against you.
- 14. General Rules
 - This appointment is subject to your being, and remaining, medically fit.
 - Your appointment is subject to satisfactory pre-employment reference check and background
 - Your appointment is subject to submission of validated documents as per Annexure B of your
 - That you will be required to work during such hours as may be warranted in the exigencies of work. Besides, you may be required to attend duties in shifts.
 - That you will abide by the policies, rules, orders, notices, circulars, instructions etc. including service rules as may be issued by the company from time to time and shall maintain a high standard of loyalty, integrity and efficiency during the period of your probation/employment.
 - That you will be entitled to such leave as are admissible under the extant rules.

 - That your address given by you in your bio-data shall be deemed correct for sending any communication to you. In case of any change in your address or marital status, you will intimate the same in writing to the HR department and ensure that the changes are duly recorded in HR Department.
 - You will take good care of organization's money, property or equipment that may be entrusted to you and shall be responsible for any damage to and/ shortage or loss of such money, equipment or property. The organization will have the right to deduct the cost of such loss or damage or shortage from your duties and take such other action as the organization may deem proper in the event of your failure to account such property to its satisfaction.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning a copy this letter for our records.

We welcome you to the Suraksha family and look forward to a long standing and mutually rewarding association.

For Suraksha DiagnosticPvt Ltd,

Aniódita Paul Dutta Assistant Vice President – Human Resources

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same

Scanned with CamScanne

VGM/HRD/Trainee/2020/E_10256

Mr. Prity Mukharjee Manas Mukharjee, Shasan Pal Para, Baruipur, South 24 Parganas, West Bengal Pin - 700144

Dear Prity Mukharjee,

Letter for Trainceship

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of Trainee - TELECALLER, in our organization effective from 13-Aug-2622 subject to the following terms and conditions:

Your monthly consolidated stipend would be Rs.9000/- (Rupees Nine Thousand Only), which consists of stipend of Rs.7000/- and conveyance allowance of Rs.2000/-.

You will initially report at our KOLKATA Unit. However, your services are liable to be transferred, at the sole discretion of the Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

You will be on traineeship for a period of 6 months. On satisfactory performance, you would be hired on the rolls of the company. The period of traineeship can be extended at the discretion of the Management, and you will continue as a Trainee till it issued in writing.

During your trainceship and further, you will devote your full time to the work of the company and will not undertake any direct or indirect business for full day or part of the day, in any honorary or compensatory assignment, in partnership, as a consultant, director, or any other capacity, except with the prior written approval from the management, in each and every case.

You will not disclose to anyone, by word of mouth or otherwise, particulars of any product development process, technical knowhow, research, security arrangements, administration and/or organizational matters, pertaining to the company, which may be your personal privilege to know, by virtue of being in employment with the company. You agree that both during and after your tenure, you will maintain confidentiality of such information,

failing which, necessary legal proceedings will be taken against you by the company. You agree that your stipend is strictly confidential between you and the HR. Regarding your stipend, you may discuss with your HR, and your Head of Department and Reporting Manager. Disclosing or discussing salary with anyone else, may lead to disciplinary action.

You agree to ensure compliance with the company's security policies, as well as applicable laws and regulations. VGM management reserves the right to audit, search and monitor activities on information systems that directly or indirectly involve confidentiality and integrity of data and information. These may include but are not limited to, electronic mail system files, hard drive files, voicemail files, desk and file drawers, print and photography copy, and access to storage areas and facilities. The management also retains the right to remove from its information systems, any material it views as offensive or potentially illegal. The management additionally retains the right to search the content of any bags, belongings or other articles being carried by you from the building.

7. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to the code of conduct, discipline, and other matters. You are expected to comply with the responsibilities and duties you are entrusted with.

Ref No: 19683219

02-Mar-2022

Tuhina Sarkar

Dear Tuhina,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Junior Data Analyst** with **Cognizant Technology Solutions India Private Limited** ("Cognizant"). Your place of posting will be Kolkata.

Your annual total compensation will be **INR 468,000**. This includes an annual incentive target of **INR 18,000**. This amount may vary depending on individual and company performance. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered 31 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before 07-Mar-2022.

Please note:

This offer is subject to satisfactory professional reference checks

• This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing

• Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards, For Cognizant Technology Solutions India Private Limited ("Cognizant"),

12

Shibu Balakrishnan Sr.Director-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: Juhina Sarka

Date: 02/03/2022

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

Name : ANKITA CHATTE Id : 10104070 Pay period : 01.03.2023	- 31.03.2023 P		PRODUCTION U F	PAN: BFVPC3478P Designation: EXECUTIVE	den men den sen ander all den en en skale fan de den ander de den en sen ander de den en sen ander de herer
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Take Home Pay

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Biocon Biosphere Limited 20th KM, Hosur Road, Bangalore-560100

Tel: Fax: E-mail:



28.12.2021

361, Prantick Pally,

Miss Sonali Das, 40,B.L.Shah Road, Kolkata-700053.

Subject: Appointment for the Post of Microbiologist

Dear Sonali,

We are pleased to confirm you, the position of Microbiologist for our Organization, on the following terms and condition:

1. Commencement of Employment

Your employment confirmation will be effective, as of 01.01.2022

2. Job title

Your job will be to get tested the sample offered to you and you will report the same to Quality Manager/Technical Manager.

3. Salary

Your salary and other benefits will be set out in **Schedule-I**

4. Place of posting

You will be posted at Kolkata. You may however be required to work at any place of business which the organization has or mat later acquire.

5. Hours of work

The normal working days are Monday to Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the organization. The normal working hours are from 10AM to 6PM and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

- 6.1 You are entitled to casual leave of 13 days.
- 6.2 You are entitled to 12 working days of paid sick leave.
- 6.3 The organization shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the organization may call upon you to perform, from time to time.

8. Organization property



Qualissure Laboratory Services

You will always maintain in good condition Organization property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Organization prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Organization.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Organization, without any reason, by giving you not less than one months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than one months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Organization reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

10. 4 On the termination of your employment for whatever reason, you will return to the Organization all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

11.Confidential Information

11. 1 During your employment with the Organization you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or the Organization. Activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Organization. 11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Organization which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Organization. For the purposes of this clause 'Confidential Information' means information about the Organization's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not



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limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Organization's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Organization.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Organization may have against you in law.

12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Kolkata High Court only.

15. Acceptance of our confirmation letter

Please confirm your acceptance of this Contract of Employment confirmation by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Hita Mukheojn

(MITA MUKHERJEE) Commercial Manager



Qualissure Laboratory Services

Schedule-I

Mr. Sonali Das

EARNINGS			
BASIC SALARY		Rs.	5,000.00
HOUSE RENT ALLOWANCE		Rs.	1,000.00
CITY ALLOWANCE		Rs.	1,000.00
TRAVELLING ALLOWANCE		Rs.	1,000.00
FOOD ALLOWANCE		Rs.	2,000.00
OTHER ALLOWANCE		Rs.	1,000.00
	TOTAL	Rs.	11,000.00

for Qualissure Laboratory Services

flita Mukherge (Authorized Signatory)

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Page No .. 86

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We understand your world

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Statement of account

Nomination : Registered

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	SBIN0008203-345196245191-PAYMENT FROM PH					
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STATEMENT SUMMARY :-	Dr Count	Cr Count Debits	Credits	Closing init
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*Costing building includes funds carmarked for held and uncleared funds Costing building includes funds carmarked for held and uncleared funds Costing of this statement will be considered correct if no error is reported within 30 days of receipt of statement. The address on this statement is that or record with the back as at the lag of organized IN BUILDES GETN: 19AAACH2792H12X

COULDOX LABS

Your Testing & Auditing Partner

23rd March 2022

Pg

RIMA CHATTERJEE Kolkata.

Sub: Offer Letter

This is in reference to your application and the subsequent interview we had with you, we are pleased to shortlist you for the position of "**Microbiologist**" in our organization on following terms & conditions. You will be on the Confirmation period.

Your Annual CTC will be Rs.246,699/-

At the time of Joining, you are requested to bring the following documents.

- 1. All education certificates
- 2. Copy of previous employer relieving / resignation acceptance.
- 3. Address proof and Photo ID Proof
- 4. 2 passport size photo
- 5. PAN card photo copy
- 6. Last Month Salary Slip
- 7. Aadhar Card (Mandatory)

If you are in agreement with the aforesaid information please return the acknowledgement copy with your signature, signifying your acceptance of the same.

We welcome you to our organization and wish you all the best in our pursuit of excellence.

For EQUINOX LABS PVT.LTD.

DIRECTOR

I accept the offer letter of my employment. I did understand the implication thereof.

Signature of Employee:

Date: 23rd March 2022

POUINOXLABS

23rd March 2022

Name: RIMA CHATTERJEE Designation: Microbiologist

ANNEXURE

Basic + DA	8,500
CCA+CA	4,250
HRA	4,250
Monthly Gross	17,000
Employer Contribution (Per Annum)	
Employer PF Contribution	18,360
Gratuity **	4,904
MLWF	72
Bonus *	13,000
ESIC	6,630
Annual CTC	246,966
Employee Deductions (Per Month)	Man la ministra de
EPF	1,530
ESIC	128
РТ	200
Total Deduction	1,858
Net Take Home	15,142

** This will be given after Completion of 5 Year of service.

* This will be given after Completion of 1 Year of service that will be paid during next Diwali which is based on your earned salary. Please note the calculation and payment is given based on the financial year.

Note:

- 1. PT will be deducted Rs.300 in the month of February. This is subject to change in case of any amendment by law.
- 2. MLWF will be deducted twice in a year i.e. June & December, which would be Rs.12 each.



Think & Learn Private Limited

IBC Knowledge Park, 4/1, 2nd Floor, Tower D, Bannerghatta Main Road, Bengaluru, Karnataka -560029 E-mail: info@byjus.com | Tel. No: +91 80668 36800 CIN : U80903KA2011PTC061427 www.byjus.com

Payslip for the month of November 2021

Employee Code	: TNL21869349		Payment Mode	: B	ank Transfer	Working Days	: 30.00	
Employee Name	: Arunima Sarkar		Bank Name	: S	TATE BANK OF INDIA	Payable Days	: 30.00	
Department	: User Experience	-	Bank Account	: 3	9901552199	LOP Days	: 0.00	
Date of Joining	: 30.07.2021		PAN Number	: D	YSPS0960J	ESI Number	:	
			PF Number	: P	Y/BOM/60674	UAN	:	
EAR	NINGS	STANDARD	ACTUAL AMOUNT	-	DEDUCTIO	NS	ACTUAL AMOUN	Т
Basic		16,666.67	16,666.	68	Ee PF contribution		1,800	.00
HRA		8,333.33	8,333.	32	Prof Tax - Full period		200	.00
Statutory Bonus		1,400.00	1,400.	02				
Leave travel allow	ance	5,133.33	5,133.	30				
Internet/Telephon	e Allowa		800.	00				
Total :		31,533.00	32,333.	00			2,000	.00
CURRENCY	: INR							
NET PAY	: 30,333.	00						
AMOUNT IN WOR	DS : THIRTY	THOUSAND THREE HUN	NDRED THIRTY THREE	RU	PEES			
Salary details :								
Fixed Annual Salar	y: Rs 400000.00 V	ariable Annual Salary : F	Rs 75000.00 CTC E	ffec	tive date : 30.07.2021			

This is a system generated payslip and doesn't need a signature



Think & Learn Private Limited

IBC Knowledge Park, 4/1, 2nd Floor, Tower D, Bannerghatta Main Road, Bengaluru, Karnataka -560029 E-mail: info@byjus.com | Tel. No: +91 80668 36800 CIN : U80903KA2011PTC061427 www.byjus.com

Projected Statement of Total Income Tax for the FY 2021-2022

TAX SUMMARY					
EARNINGS		EXEMPTIONS			
Gross Salary	257,300.98	House Rent Allowance	0.00		
Income from other sources	0.00	Leave Travel Allowance	0.00		
Annual taxable Perks	0.00	Standard Deductions	50,000.00		
Total Income	257,300.98	Professional Tax	1,600.00		
Total Exemptions	66,116.00	Housing Loan Interest (Section 24)	0.00		
Total Taxable Income	191,190.00	Aggregate of Chapter VI-A	14,516.00		
Tax Payable	0.00	Others	0.00		
Surcharge & Cess Payable	0.00	Total Exemptions	66,116.00		
Total Tax Payable	0.00				
Sec 89 Relief	0.00				
Tax deducted up to last month	0.00				
Tax deducted in current month	0.00				
Total tax deducted till date	0.00				
Balance Tax Payable	0.00				

This is a system generated payslip and doesn't need a signature



September 27,2021

Ms. Sangita Kundu

Dear Sangita Kundu,

Further to our discussions, we are glad to utilize your services, on the basis of retainership with the following terms and conditions:

- 1. You will be retained as PBH Life Science- Consultant from September 27,2021, to March 31, 2022.
 - a. Further renewal of this contract can be made by mutual consent.
 - b. Fifteen (15 days) clear notice to be given by either side to terminate / discontinue your services.
- 2. You will be working in your area of expertise.
- 3. You will be paid a retainer fee of INR 15000/- (Rupees Fifteen ThousandOnly) per month subject to appropriate tax and other statutory deductions, as applicable.
- 4. You are expected to render your services for not less than 8 hours in a day.
- 5. Please note that you will not be eligible for any other benefits applicable to the other regular employees of Scope.
- 6. You have to adhere to the Information Security Management system procedures and acknowledge/sign the User Access Agreement; Scope Consent Form; Confidentiality and Non-Disclosure Agreement, as part of this Agreement.
- 7. You are eligible to observe all National/Festival Holidays listed out by Scope from time to time and also you will be eligible for one day leave per month with prior approval.
- 8. On every 26th, you have to raise an invoice and submit through your respective Head of the Department.
 - a. In the invoice, you should clearly mention the number of days served along with the details of services rendered with due approval by his/her authorized official.
 - b. Only on receipt of the approved invoice, with due endorsement by HR, Finance Department will release the retainer fee within a week's time.
- 9. You are expected to maintain strict confidentiality about the details given to you during your services with us.

Scope e-Knowledge Center Pvt. Ltd. Corporate Office: Jayant Tech Park, 2nd Floor, No. 41, Mount Poonamallee Road, Nandambakkam, Chennai – 600 089, Tamil Nadu, India

Regd. Office: R S No. 4/5 & 4/6,Gothi Industrial Estate, Kurumbapet, Puducherry, 605009, India www.straive.com • CIN: U93000PY2017PTC008168 • GST No.: 33AANCS7691B125



10. The Letter of Assignment of Intellectual Property Rights is attached to this letter, which may please be signed in full and returned to us, as a token of your acceptance.

For Scope e-Knowledge Center Pvt. Ltd.,

Babye Ne

Balaji TR Authorized Signatory.

The above terms	and conditions are accepted by me
Signature	:særgider kunder
Name in Full	: Sangita Kundu
Date	: September 27,2021



BFI/HR/AL/BFIP10030/EMP/2021/024

Date: 02nd Aug 2021

Ms. Mousumi Dutta Nangi Parbangla, VIA Batanagar, Maheshtala(M), South 24 Parganas, West Bengal - 700140

Dear Mousumi,

We are pleased to offer you appointment as Lab Technician with CK Birla Healthcare Private Limited. Your place of posting will be Kolkata Centre and you will report to Embryologist (Kolkata) for Birla Fertility & IVF.

The terms and conditions of your appointment will be as follows:

- 1. Your appointment will be effective from the date of your joining which is 02nd Aug 2021.
- You will be on probation initially for a period of 3 months from the date of your joining. Probationary period shall be deemed to have been extended till such time as your services are confirmed in writing.
- During the probationary period we may terminate your employment without assigning any reason and without any notice. During the probationary period you may terminate your employment by giving 1-month notice.
- 4. Your appointment may be terminated by us, without notice if:
 - a. Any information provided by you is found to be incorrect or any material information was withheld;
 - b. if any document submitted by you is found to be false or fabricated;
 - c. if you are found guilty of misconduct;
 - d. if the report about your background check is considered unsatisfactory by us;
 - e. if there is any existing obligation that restricts you from joining our Company in the above mentioned position.
- 5. Other than as provided in Clause 2, by either side without assigning any reasons by giving one months' notice, or salary in lieu thereof
- 6. Force Majeure- During the term of this Agreement, by reason of any event beyond the company's reasonable control including but not limited to Acts of God, fire, flood, explosion, earthquake, or other natural forces, war, civil unrest, accident, any strike or labor disturbance, epidemic, pandemic or any other calamity (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize employee's services, the Company shall have the right upon twenty-four (24) hours prior notice to employee to suspend employee's services for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to Employee during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates
- 7. Your services are liable to be transferred from one department to another or from any one of our Group Companies (as designated by us) located anywhere in India.
- 8. You will abide by all Rules and Regulations and terms and conditions expressed or implied, which are in force from time to time at the workplace to which you are assigned for the time being.

Birla Fertility & IVF

BEI/HR/AL/BFIP10030/EMP/2021/024

9. The details of your annual compensation are provided in Annexure A, which is attached with this letter:

a. Your annual salary of **Rs. 2,46,557 includes** the following components:

- i. Basic pay of Rs.180,000 per annum
- ii. House Rent Allowance (HRA) of Rs.66,557 per annum
- iii. Special Allowance of Rs. 0 per annum
- b. In addition to the above, you will be entitled to the following:
 - i. Coverage under Employee Provident Fund from the date of joining, as per Rules
 - ii. Coverage under Gratuity Scheme, as per the Gratuity Act
 - c. Your compensation details must be treated as confidential at all times. You will not divulge or share them with anyone, except with those who are authorized to have this information.
- 10. All company information and assets (including analysis, plans, drawings, photo prints, reports and statements) that are shared with you during the course of your employment must be treated as confidential. You will not divulge or share them with anyone, except in the rightful discharge of your duties. Any breach of the above terms on your part will make you liable to be discharged without any notice
- 11. All company information and assets, including documents, papers and records which may have been prepared by you or have come into your possession in the course of your employment, must be returned by you, once your employment relationship has ended with us.
- 12. You will not engage yourself in any other business or vocation during the tenure of your services with us. You will also give us a declaration on the status of you or any of your relatives, now or during the course of your employment, having any pecuniary or other interest in the activities relating to business of our Company or any of our Group Companies
- 13. You will not attempt to hire any employee of our Company, or any Group Company, for a period of 1 year after the cessation of your employment with us.

We look forward to a long and mutually beneficial relationship with you. Please confirm your acceptance of the above

terms and conditions by signing and returning a duplicate copy of this offer letter to us.

Yours sincerely,

Prerna Head, HR Birla fertility & IVF



HR/AL/BFIP10030/EMP/2021/024

0	mpensation Details CK Birla Healthca	re Private Limited	
	me	Mousumi Dutta	
	signation	Lab Technician	
		CK Birla Healthcare	Private Limited
	npany		Filvate Limited
Effe	ective Date	02nd Aug'21	
S N	o Component	Calculation (PM)	Calculation (PA)
MO	NTHLY PAYMENTS (A) :		
1	Basic	₹ 15,000	₹ 1,80,000
2	HRA	₹ 5,546	₹ 66,557
	TOTAL (A) - 1 to 2	₹ 20,546	₹ 2,46,557
ETI	RALS (B):		AND DESCRIPTION
3	PF (Employer Contribution)	₹ 1,950	₹ 23,400
4	Gratuity (4.81% of Basic pay)	₹722	₹ 8,664
5	ESIC (Employer Contribution)	₹ 668	₹ 8,016
6	Labour Welfare Fund (Employer Contribution)	₹ 50	₹ 600
	TOTAL (B) - 3 to 6	₹ 3,390	₹ 40,680
TH	ERS (C):		
7	Group Mediclaim Insurance Premium (GMC)*	₹0	₹0
8	Personal Accident Insurance Premium (GPA)	₹15	₹174
9	Group Term Life Insurance Premium (GTL)	₹ 49	₹ 589
-	TOTAL (C) - 7 to 9	₹ 64	₹ 763
	Total C.T.C (A+B+C)	₹ 24,000	₹ 2,88,000

Provis

hcare Pvt Ltd

Garden, Sector 51, Gurgaon 122018, India 91 11 42092198 (Fax) | reachus@birlafertility.com | www.birlafertility.com Birla Tower, 8...Floor, 25 Barakhamba Road, New Delhi 110001, India 2014PTC272562

Date- 11-07-2022

Ms. Sunetra Ghosh, Garden Reach, Circus Avenue, Kolkata- 700024

Appointment Letter

> NOVA IVF

Dear Sunetra,

We have pleasure in appointing you as Andro Technician in Andrology Department at our center based at GAMMA, ("Nova Fertility East Private Limited") effective 11-07-2022 as per terms and conditions of this **Appointment Letter:**

- 1. Placement & Compensation
- 1.1 You will be placed in the appropriate band / responsibility level of the Company and will be entitled to compensation (salary and other applicable benefits) as detailed in Annexure "A". In consideration of the performance of the obligations herein, you will be entitled to compensation which is governed by the rules of the Company on the subject, as applicable and/or amended hereafter. You shall effectively perform the duties and undertake the responsibilities required of you in terms of the Olfer Letter and this Appointment Letter and/or as may otherwise be specified by the board of directors to ensure results.
- 1.2 Your Gratuity will be paid as per The Payment of Gratuity Act, 1972.
- 2. Posting & Transfer
- 2.1 Your initial posting will be at Kolkata. However, your services are liable to be transferred based on the business plans and policies of the Company, at the sole discretion of management, in such other capacity as the Company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. On such transfers, you will be governed by the terms and conditions of the service applicable at the new placement location.

3. Full time employment

3.1 You shall be in whole time employment with the Company and you shall devote your whole time, attention, and skill to the best of your ability exclusively to the business and interests of the Company. You will not engage, associate or take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the Company, without permission in writing of the board of directors of the Company. You will also not seek membership of any local or public bodies without first obtaining specific Juniture Cohontr permission from the management.

NOVA FERTILITY EAST PRIVATE LIMITED CP4_U93000WB2014P1C201609 Registered Office: Acropole: Mall. 8th Flaor 1658/LR gdanup Main Road, Kolkata - 700107 Toll-free no: 1800 313 5677

W: www.novaivitert.hty.com = E_intoio.novaivifertility.in

NOVA IVE FERTILITY TR Unam Kumar Sarahi Koleata -70001

NOVA NETWORK Eastern India: Kolkata, Siligun, Patha, Ranchi, Dhaka (Bandradoutis

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ANNEXURE A: COMPENSATION DETAILS (SALARY & APPLICABLE BENEFITS)

Name	S	unetra Ghosh		
Designation	Andro Technician			
Date of Joining				
Grade		11-07-2022		
Components		B2		
	Rs. Per Month	Rs. Per Annum		
Basic Salary	8649	103788		
House Rent Allowance	2595	31140		
Food Coupon	0	0		
LTA	0	0		
Special Allowance	6053	72636		
Gross	17297	207564		
Advance Against Bonus	932	11184		
Gross + Advanced Bonus	18229	218748		
Employer's contribution to				
Provident Fund	1764	21168		
ESI Company Contribution	592	7104		
Gratuity (Payable contingent to				
completion of 5 years of service)	416	4992		
Performance Linked Bonus	0	0		
Total Cost to the Company	21001	252012		

Explanatory notes:

- a. Medical Benefits: You and your dependent family (spouse and two children) will also be covered under the group medical insurance, as per the policy of the Company.
- b. It is expected that individual compensation package would not be shared with other employees. The above compensation structure is subject to change without affecting emoluments adversely.
- c. Applicable tax would be borne by the employee.

For Nova Fertility East Private Limited.

Proli

Authorized Signatory

Sumetra Chosh

NOVA FERTILITY EAST PRIVATE LIMITED

Hermon, Lawnest Realis Healthcar: Private Linkedi CHL U93000WB2014P1C201609 Registered Office: Acropolis Matt. 8th Floor.

7618/LR aid inco Main Road, Kolkata - 700107 Toll-free no: 1800 313 5677

W www.novaivitent.hty.com E into a novaivifertility is

NOVA IVE FERTILITY 3B Uttara Kumar Sarahi, Kolkala -700017

NOVA NETWORK Eastern India: Kolkata, Siliguri, Patna, Ranchi, Dhaka (Bangladesh)

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Capgemini Technology Services India Limited (Formerly known as IGATE Global Solutions Limited) No: 158-162P & 165-170P, EPIP Phase II, Whitefield, Bengaluru-560 066, Karnataka, India Tel: +91.80.4104 0000 | Fax: +91.80.4125 9090 www.capgemini.com/in-en/

September 08, 2022

Τo,

Riddhi Banerjee Employee ID: 46239885 Designation: Associate

Dear Riddhi,

Letter of Confirmation

Congratulations on successfully completing your probationary period in accordance with your employment contract dated May 28, 2022 ("Employment Contract"). You are being confirmed as Associate in A2 effective September 08, 2022.

All the other terms and conditions of your Employment Contract remain unchanged.

Yours Sincerely, Capgemini Technology Services India Limited

Disclaimer: This letter is system generated email released during Covid-19 crisis in India and does not require manual signature of the issuing authority. For verification and authorization, you may write to employeeprobation.in@capgemini.com.

"Only your work stays after you are gone, choose wisely"

Beyond Average Educational Research Pvt. Ltd.

CONFIRMATION LETTER

Dear Swarnali Chakraborty,

Date: February 04, 2022

Your probation period with **Beyond Average Educational Research Pvt. Ltd.** is due for end on 4th February 2022. We confirm your ongoing employment as a permanent employee effective from 5th February 2022.

The terms and conditions of employment set out in your original **EMPLOYEE HANDOUT** will continue to apply to your ongoing position.

We are confident you will be able to make a significant contribution to the success of our firm and look forward to a long-term engagement.



Sincerely,

Ayesha Mollah

HR - Beyond Average Educational Research Pvt. Ltd.

Development Centre

OFFER CUM APPOINTMENT LETTER

Binayak Datta 1/28 Jheel Road,, Santoshpur, Kolkata 700075 IN

Dear Binayak,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "<u>Company</u>" or "<u>Amazon India</u>"), we are very pleased to issue this Offer cum Appointment Letter for the position **SPS Associate** for Virtual Location-INDCrp(WB,IN), India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth herein below. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **5 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on 25-Jul-2022.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be

> REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

1



unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

3. Duties

- 3.1 You will be employed in the position of **SPS Associate**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.
- 3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.
- 3.3 You acknowledge that during the course of your employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.
- 3.4 Unless specified in writing, you shall not be authorized to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. Hours of Work

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The normal business hours of work which will apply to you will be advised on commencement of employment. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and thereafter, from time to time, as required. Certain business teams also operate on 24x7 basis and hence may have rotational shifts or related requirements for their respective team members. Please refer to Amazon's Policies and Procedures for further details.

5. Place of Work

Your "Primary Work Location" shall be situated at home address in Virtual Location-INDCrp(WB,IN) or such other home address as Amazon may approve from time to time, and shall match the residential address as updated by you on Amazon systems. The provisions of **Virtual Working Policy** will be applicable to the same. While you will be primarily working from such an approved home location, you may be required to travel and / or work at other locations, including Amazon Office Premises / Amazon directed office premises of a customer or client of the Company or at affiliate's facilities based on business requirements. You would also be required to inform Amazon India whenever there is a change in the address aforementioned and the Company reserves the right to either accept or reject such a change

Moreover, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

6. Remuneration

6.1 Your Annual Base Pay will be Rs.320,000 per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise.

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- 6.2 Your Base Pay is inclusive of both the employer's and the employee's provident fund contributions.
- 6.3 Your/ Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year.
- 6.4 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasijudicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies or your failure to return Amazon India's property.
- 6.5 You will be reimbursed for any reasonable expenses incurred by you in the course of the performance of your duties on behalf of Amazon India, subject to your compliance with the Expenses Policy contained in Amazon India's Policies and Procedures.

7. Contribution to Employees' Provident Fund

Amazon India will contribute to Employees' Provident Fund (EPF) as and when required by the Employees' Provident Funds and Miscellaneous Provision Act, 1952 read with the Employees' Provident Funds Scheme, 1952, and as further described in Amazon India's Policies and Procedures.

The Employees' Provident Fund Organization ('EPFO'), the statutory body established under Employees' Provident Funds and Miscellaneous Provisions Act, 1952, requires linking of the employee's Aadhaar details with their respective Universal Account Number ('UAN'). For this purpose and to enable Amazon India to make the EPF contributions, Amazon India will collect a copy of your e-aadhar, which needs to be uploaded by you on Amazon HRS tool prior to commencement of your employment with Amazon India. Foreign Nationals / Overseas Citizens of India shall

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be required to provide a copy of the first and last page of their valid passport for this purpose.

You acknowledge and provide your consent to Amazon India to use your aadhaar/eaadhaar or passport (as the case may be) during the tenure of your employment with Amazon India for the purpose of any other requirement under a Government scheme or benefit that may mandate production of such documents as per the applicable law(s) and/or for Amazon India's compliance with its obligations under applicable law(s).

8. Leave

Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.

9. Confidential Information and Confidentiality Obligations

- 9.1 "<u>Confidential Information</u>" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:
 - (1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint ventures, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;
 - (2) computer code (including source code and object code) or software developed, modified, or used by the Company;
 - (3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;

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- (4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;
- (5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including any algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;
- (6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company,or any information related to, or that might reasonably be expected to lead to, the development of such strategies;
- information about the Company's future plans, including, but not limited to, plans for expanding into new products, geographical areas, market segments, or services;
- (8) any information that would typically be included in the Company's financial statements, including, but not limited to, the amount of the Company's assets, liabilities, net worth, revenues, expenses, or net income;
- (9) the following information which shall hereinafter be referred to as the "Disclosure Information":
 - (a) any and all algorithms, procedures or techniques related to the Company's business activities or to your work with the Company, and the essential ideas and principles underlying

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such algorithms, procedures or techniques, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such algorithms, procedures or techniques are embodied in a computer program;

- (b) any and all pricing or marketing strategies, the essential ideas and principles on which such strategies are based, and any information that might reasonably be expected to lead to the development of such strategies, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company;
- (c) information relating to any and all products and services, and the essential ideas and principles underlying any and all products and services, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such products or services are marketed, sold, or provided by the Company; and
- (d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;
- (10) any other information gained in the course of your employment with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively

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with the Company;

- (11) any information received by the Company from third parties, whether or not under obligation of confidentiality;
- (12) any information derived from any of the above, including any intellectual property rights attached thereto; and
- (13) any copies of the above mentioned information.

9.2 <u>Confidentiality Obligations</u>:

(1) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your employment with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your employment with the Company or at any time thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such assistance to be reimbursed by the Company). In the event such protective order or other remedy is not obtained, you shall furnish only that portion of the Confidential Information which is legally required by

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the governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.

- (2) During the course of your employment with the Company and at the date of termination thereof (hereinafter the "<u>Date of Termination</u>"), you shall promptly disclose and deliver over to the Company, without additional compensation, in writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 9.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.
- (3) Nothing in this Offer cum Appointment Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

10. Intellectual Property Rights

- 10.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company. For good and valuable consideration the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:
 - (1) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential Information and all rights to secure registrations, renewals and extensions of the same;
 - (2) all rights to make, have made, use, practice, import, export and otherwise fully exploit the Confidential Information and any and all improvements that the Employee or Company may hereafter make or develop;

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- (3) all rights to file and prosecute applications for patent, copyright and all other intellectual property protection covering the Confidential Information and improvements thereon, and the processes and designs embodied therein, in India, the United States and in every other country and jurisdiction throughout the world;
- (4) all rights under any patent, copyright and all other intellectual property which may be issued on the Confidential Information or the improvements thereon, and any processes and designs therein, and all rights to enjoy the same; and
- (5) all documents, notes, notebooks, drawings, schematics, prototypes, magnetically encoded media, electronically stored information, or other materials related to the Confidential Information.
- 10.2 During the period of your employment with the Company and as may be reasonably necessary subsequent to your employment, you agree to cooperate with the Company as may be necessary to obtain patent, copyright and all other intellectual property protection for the Intellectual Property Rights and improvements thereto throughout the world and agree to do such further acts and execute and deliver to the Company such instruments as may be required to perfect, register or enforce the Company's ownership of the rights assigned, transferred or conveyed. If such cooperation is required after the Date of Termination, the Company shall compensate you at a reasonable rate for the time and related expenses actually spent by you at the Company's request. If you fail or refuse to execute any such instruments, you hereby appoint the Company as your attorney-in-fact to act on your behalf and to execute such instruments. This appointment shall be irrevocable and deemed to be a power coupled with an interest.
- 10.3 For the purposes of the assignment, transfer or conveyance referred to hereinabove, you acknowledge and covenant that your employment with the Company and the benefits received thereunder shall be treated as good and valuable consideration and that you are not entitled to any further consideration in any form or manner whatsoever in relation thereto.
- 10.4 Notwithstanding any other provision hereof to the contrary, this Offer cum Appointment Letter does not obligate you to assign or offer to assign to the Company any of your rights in an invention for which no equipment, supplies, facilities, Intellectual Property Rights,

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Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from or is related to, any work performed by you for the Company.

10.5 No Grant of Rights.

You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.

11. Non-Solicitation

- 11.1 During your employment with the Company and for a period of 12 months from the date of termination thereof, you shall not solicit or cause or authorize, directly or indirectly, to be solicited for any competitive business, for or on behalf of any person or customer, or otherwise take any action that might divert the business or patronage of any customer from the Company, or otherwise damage or alienate the relationship between the Company and any customer, vendor or supplier; and
- 11.2 During your employment with the Company and for a period of 12 months thereafter, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of, or directly or indirectly offer services in any form or manner to, yourself or any person or entity which is a competitor of the Company.

12. Employee Data Protection

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- 12.1 You authorize Amazon India to collect, process and transfer all personal employee-related information obtained by Amazon India for the purpose of proactively managing the employment relationship.
- 12.2 You further authorize the transfer to, and storage of, your personal information in the worldwide employee database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected management throughout the Amazon group worldwide will be authorized to access this database.

13. **Provision of Equipment and Amazon's liability**

- 13.1 Upon your execution of this Offer cum Appointment Letter, but prior to the date of commencement of your employment with Amazon India, Amazon India may provide you with certain equipment for official purposes only.
- 13.2 The said equipment shall be subject to the terms stipulated in this Offer cum Appointment Letter and the Virtual Working Policy, as well as all other Amazon polices that may be made applicable to you from time to time. Amazon India reserves the right to replace the equipment and take back old equipment as and when the need for the same arises.
- 13.3 You expressly agree that neither Amazon India, nor its officers or employees shall be responsible or liable for any loss, damage, injury or death caused to you, any member of your household / Primary Work Location, or any third party whosoever, either directly or indirectly arising out of, or caused due to, any of the equipment provided to you by Amazon India or used by you during the course of your employment. You hereby waive any and all claims, including claim for damages, against Amazon India, its officers and/or its employees relating to any injury / loss of life or mental agony arising out of any such incident. Even where you have been advised that such claims or right to make such claims exists against Amazon India, its officers and/or its employees, you hereby waive any and all such claims as well as the right to make such claims. You further agree that all claims of whatsoever nature in respect of the aforementioned loss, damage, injury and/or death shall be as against the manufacturer / vendor of the equipment only.

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14. Exclusivity of Services

During your employment, you will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking.

15. Termination of Employment

- 15.1 Your employment may be terminated by either party by giving one month's written notice (exclusive of any leaves availed during the said period) or payment of one month salary in lieu of such notice period to the other party. Amazon India holds the right to accept or deny payment in lieu of the said one month notice.
- 15.2 Amazon India reserves the right to terminate your employment forthwith "for cause" without advance notice and without payment of severance, in the event you:
 - (i) have been found guilty of any misconduct or indiscipline after due enquiry by Amazon India;
 - (ii) have violated or are in breach of any of the terms of this Offer cum Appointment Letter or Amazon India's Policies and Procedures;
 - (iii) have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to Amazon India;
 - (iv) have suppressed any information or submitted false information with the view to obtain employment in Amazon India;
 - (v) are convicted for any offence under any law for the time being in force in any jurisdiction; and/or
 - (vi) commit any act detrimental to the interest of Amazon India;
 - (vii) abstain from work for seven consecutive days without informing Amazon India;
 - (viii) have changed your primary work location mentioned in Section 5 above without prior approval from Amazon India

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- (x) fail to report to Amazon to commence your employment on the Date of Commencement mentioned in Clause 1 hereinabove.
- (x) are in breach of any of the terms contained in the Confidentiality, Noncompetition and Invention Assignment Agreement.
- On the termination of your employment for any reason whatsoever, you will 15.3 return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing, including any Confidential Information and Intellectual Property Rights, which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, Amazon including return of India's property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities, whether or not such excess payment is termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

16. Gratuity

Gratuity will be paid as and when required by the Payment of Gratuity Act, 1972 and as further described in Amazon India's Policies and Procedures.

17. Employee Benefits

You will be eligible to receive employee benefits as may be provided by Amazon India in Amazon India's Policies and Procedures. These are subject to change with or without prior notice for both existing and prospective employees. Revised policy will supersede any previous policy which would have been applicable and would have been communicated as part of offer letter.

18. New Hire Background Investigation

18.1 It is Amazon India's policy to investigate all its new hires. Your employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your

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educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.

- 18.2 You authorize Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.
- 18.3 In case you are waiting for the results of your examinations and you are hired prior to the same, your continued employment with Amazon India will be subject to passing the said examination and completing the course, failing which Amazon India reserves the right to take action including termination of your employment without notice.
- 18.4 In case your exams have been postponed due to Covid 19 situation, your continued employment will be contingent to your appearing for the exam and passing the same within a period of 6 months from the date of joining. Amazon India reserves the right to take action including termination of your employment without notice in case of failure to produce proof of passing within the said period.

19. Foreign Nationals

- 19.1 In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorization or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of employment with Amazon India.
- 19.2 You are also required to ensure all future correspondence and permissions for continued stay and employment in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.

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19.3 It is made clear that possessing valid work permit / authorization at all times of your employment is an inherent requirement of your employment with Amazon India. Any time after the execution of this Offer cum Appointment Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your employment, without notice, with immediate effect, without any liability towards you.

20. Representations and Warranties

You hereby represent and warrant to the Company that:

- 20.1 the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief;
- 20.2 you shall not, during the course of your employment with the Company, use or disclose any document/s that in any way constitutes confidential, proprietary or trade secret information of a third party (including a former employer), except pursuant to written authorization by such third party to do so;
- 20.3 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary or trade secret information of a third party (including a former employer);
- 20.4 during the course of your employment with the Company, you will not violate any non- solicitation or similar agreements or obligations that you have with any third party; and
- 20.5 there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter;

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- 20.6 You recognize that the restrictions set forth in this Offer cum Appointment Letter may limit your future flexibility in many ways. You expressly acknowledge that (i) the limitations specified herein are fair and reasonable in view of the nature of the business in which the Company is engaged, your position with the Company, and your access to Confidential Information / Intellectual Property Rights, (ii) you are voluntarily entering into this Offer cum Appointment Letter, and (iii) in spite of the restraints imposed herein, you will be able to engage in other lawful professions, trades or businesses after termination of your employment with the Company. You recognize that your compensation is adequate consideration and acknowledge that you will not be subject to undue hardship or inconvenience by reason of your agreeing to the provisions contained herein.
- 20.7 You will abide by the terms and conditions contained in the Virtual Working Policy and Amazon's Owner's Manual during your employment with Amazon India.

21. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognized courier service provider to your Primary Work Location or email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

22. Waiver

Failure of the Company to insist upon strict adherence of any term of this Offer cum Appointment Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Offer cum Appointment Letter.

23. Severability

The holding of any provision of this Offer cum Appointment Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

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24. Assignment

Except as otherwise provided in this Section, this Offer cum Appointment Letter shall inure to the benefit of, and be binding upon you and your heirs, representatives, successors and assigns. Neither this Offer cum Appointment Letter nor any right or interest hereunder shall be assignable by you or your legal heirs, beneficiaries or legal representatives without the Company's prior written consent. This Offer cum Appointment Letter shall be assignable by the Company to a subsidiary or affiliate of the Company; or to any corporation, partnership, or other entity that may be organized by the Company, as a separate business unit in connection with the business activities of the Company; or to any corporation, partnership, or other entity resulting from the reorganization, merger or consolidation of the Company with any other corporation, partnership or other entity, or any corporation, partnership, or other entity to or with which all or any portion of the Company's business or assets may be sold, exchanged or transferred.

25. Employer – Employee Relationship

The relationship between the Company and you hereunder shall be solely that of an employer and employee and no modification of responsibility or compensation made hereinafter shall be construed so as to constitute the relationship of partners or joint ventures or so as to as to construe you as an independent contractor of the Company.

26. Liability for Breach

You acknowledge and accept that your breach of any of the terms contained in this Offer cum Appointment Letter or in Amazon India's Policies and Procedures may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Offer cum Appointment Letter (e.g., for recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

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27. Authorization to Notify New Employer

You hereby grant consent to the Company to notify any of your new employer/s about your rights and obligations under this Offer cum Appointment Letter.

28. Governing Law and Jurisdiction

Your employment, and any disputes which may arise under, out of, or in connection with your employment, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

29. Agreement/Modifications

The terms described in this Offer cum Appointment Letter and Amazon India's Policies and Procedures will cumulatively constitute the terms of your employment, and shall supersede any previous discussions, offers or agreements relating to your employment, or to the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

30. Headings

The Section headings appearing in this Offer cum Appointment Letter are used for convenience of reference only and shall not be considered a part of this Offer cum Appointment Letter or in any way modify, amend or affect the meaning of any of its provisions.

31. Survival

Your obligations under Sections 9, 10, 12, 15, 22, 23, 24, 26, 27, 28 and this Section 31 hereof shall survive the termination of this Offer Cum Appointment Letter and of your employment with the Company.

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India



You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

Bу

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.

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