Year	Name of the Activity	Total Number of students participated	Name of the Student Placed	Name of the Company	Salary (per year)	Number of students placed
			ABHISHEK BERA	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	102000	
			AKASH SAHOO	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	102000	
			BIVAS DUTTA	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	102000	
			HRISHIKESH SAMANTA	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	102000	
			PRASENJIT MAITY	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	102000	
			RAKI DAS	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	102000	
			SUBHAJIT MAITY	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	102000	
			TAPAS MIRDA	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	102000	
			SUPHAL GHARA	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	102000	
			SUBHAJIT MANDAL	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	102000	
			DEBABRATA SEN	Lumax Industries Ltd., 747856515	168000	
			KRISHNENDU SANTRA	Lumax Industries Ltd., 747856515	168000	
			SANTANU MAITY	Lumax Industries Ltd., 747856515	168000	
			SK FARIDUL ISLAM	Lumax Industries Ltd., 747856515	168000	
			SUMAN CHAKRABORTY	Lumax Industries Ltd., 747856515	168000	
			RAKES DAS	Lumax Industries Ltd., 747856515	168000	
			ANJAN MONDAL	Lumax Industries Ltd., 747856515	168000	
			BHABANI PRASAD HAJARI	Rajgarhia Motors, 7890373611	108000	
			ARJUN BHUNIA	Rajgarhia Motors, 7890373611	108000	
			AMALENDU GIRI	Rajgarhia Motors, 7890373611	108000	
			DEBASISH SAMANTA	Rajgarhia Motors, 7890373611	108000	
			MUSTAFIJUR RAHAMAN	Rajgarhia Motors, 7890373611	108000	
			SANJIB SINGHA	Rajgarhia Motors, 7890373611	108000	
			MRINAL KANTI SAMANTA	Rajgarhia Motors, 7890373611	108000	
			BAPAN PATRA	Rajgarhia Motors, 7890373611	108000	
			AKSHAY PRADHAN	Rajgarhia Motors, 7890373611	108000	
			PANCHANAN DAS	Rajgarhia Motors, 7890373611	108000	
			SAIKAT MAHAPATRA	Rajgarhia Motors, 7890373611	108000	
			GOPAL PARAMANIK	Rajgarhia Motors, 7890373611	108000	
			AVIJIT KUMAR PATRA	Rajgarhia Motors, 7890373611	108000	

			DIPANKAR MANDAL	Rajgarhia Motors, 7890373611	108000	
			NILAMBAR HEMBRAM	Rajgarhia Motors, 7890373611	108000	
			AMIT MAITY	Rajgarhia Motors, 7890373611	108000	
	Placement Drive and Career Counceling Programme for the students of B.Voc and DDUK Students		CHANDAN KUMAR DAS	Rajgarhia Motors, 7890373611	108000	
			SAHARUP SARDAR	Rajgarhia Motors, 7890373611	108000	
			SUBRATA JANA	Deshpriya Engineering Workshop, 8170039904	96000	
018-201		156	SHIV SANKAR MAL	Deshpriya Engineering Workshop, 8170039904	96000	117
			AMALESH MONDAL	Deshpriya Engineering Workshop, 8170039904	96000	
			BISWAJIT MANDAL	Deshpriya Engineering Workshop, 8170039904	96000	
			BRIHASPATI BERA	Deshpriya Engineering Workshop, 8170039904	96000	
			DEBENDRA PRASAD GURIA	Deshpriya Engineering Workshop, 8170039904	96000	
			PRASENJIT DAS	Deshpriya Engineering Workshop, 8170039904	96000	
			SOMNATH MANNA	Deshpriya Engineering Workshop, 8170039904	96000	
			ANIMA SAMANTA	AMRI, DR. Pinaki Dutta,6290337639	1,32,000	
			TAPASI PAL	AMRI, DR. Pinaki Dutta,6290337639	1,32,000	
			ANANYA MAITY	AMRI, DR. Pinaki Dutta,6290337639	1,32,000	
			OINDRILA BHOWMIK	AMRI, DR. Pinaki Dutta,6290337639	1,32,000	
			PRAGATI BERA	AMRI, DR. Pinaki Dutta,6290337639	1,32,000	
			DEBASMITA DAS	AMRI, DR. Pinaki Dutta,6290337639	1,32,000	
			ANKITA MAITY	AMRI, DR. Pinaki Dutta,6290337639	1,32,000	
			ARPITA SANTRA	AMRI, DR. Pinaki Dutta,6290337639	1,32,000	
			MARVI ROY	AMRI, DR. Pinaki Dutta,6290337639	1,32,000	
			MADHUMITA BHATTACHARYYA	AMRI, DR. Pinaki Dutta,6290337639	1,32,000	
			ANANDAMAYEE GIRI	AMRI, DR. Pinaki Dutta,6290337639	1,32,000	
			BARNALI GHOSH	AMRI, DR. Pinaki Dutta,6290337639	1,32,000	
			SANGITA PARAI	AMRI, DR. Pinaki Dutta,6290337639	1,32,000	
			KALYANI MANNA	AMRI, DR. Pinaki Dutta,6290337639	1,32,000	
			ANITA SAMANTA	AMRI, DR. Pinaki Dutta,6290337639	1,32,000	
			ARUNA MANNA	AMRI, DR. Pinaki Dutta,6290337639	1,32,000	
			BULTI PAL	AMRI, DR. Pinaki Dutta,6290337639	1,32,000	
			SUBHAMOY PAL	RUBI GENERAL, Resmi Mitra, 9836262306	1,20,000	
			APARNA RANA	RUBI GENERAL, Resmi Mitra, 9836262306	1,20,000	
			PARTHA SANKAR JANA	RUBI GENERAL, Resmi Mitra, 9836262306	1,20,000	
			SUJATA ADHIKARY	RUBI GENERAL, Resmi Mitra, 9836262306	1,20,000	

			MALINA DHARA	RUBI GENERAL, Resmi Mitra, 9836262306	1,20,000
			SOUVIK PONDA	RUBI GENERAL, Resmi Mitra, 9836262306	1,20,000
			RUNA GUMTYA	RUBI GENERAL, Resmi Mitra, 9836262306	1,20,000
			RINA MANNA	RUBI GENERAL, Resmi Mitra, 9836262306	1,20,000
			BARNALI SASKA	RUBI GENERAL, Resmi Mitra, 9836262306	1,20,000
			TANUSHREE MAITY	RUBI GENERAL, Resmi Mitra, 9836262306	1,20,000
			APARNA RAJ	RUBI GENERAL, Resmi Mitra, 9836262306	1,20,000
			BANDANA DAS	RUBI GENERAL, Resmi Mitra, 9836262306	1,20,000
			SANCHITA MANDAL	RUBI GENERAL, Resmi Mitra, 9836262306	1,20,000
			SANTU DUTTA	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000
			BIJOYNATH HALDER	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000
			TARASANKAR DEY	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000
			AYAN CHAKRABORTY	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000
			NITYANANDA RANA	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000
			AKASH SAHA	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000
			SAHARUK HOSSAIN	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000
			HASANUD JAMAN	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000
			PRABHA CHANDRA GAYALI	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000
			ARNAB DEBNATH	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000
			RAHUL DAS	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000
			ANKUR PRADHAN	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000
			SOUNAV PAUL	Lumax Industries Ltd., 747856515	180000
			RAHUL PRATIHAR	Lumax Industries Ltd., 747856515	180000
			SUBHADIP KUNDU	Lumax Industries Ltd., 747856515	180000
			AVIJIT KUNDU	Lumax Industries Ltd., 747856515	180000
			PRITAM PRATIHAR	Lumax Industries Ltd., 747856515	180000
			SOUVIK DEY	Lumax Industries Ltd., 747856515	180000
			ARINDAM BHOWMIK	Lumax Industries Ltd., 747856515	180000
			ANIMESH BARMAN	Lumax Industries Ltd., 747856515	180000
			SUJIT DAS	Lumax Industries Ltd., 747856515	180000
			ARUP DAS	Lumax Industries Ltd., 747856515	180000
			AJOY DAS	Rajgarhia Motors, 7890373611	108000
			SWAPNADIP NANDI	Rajgarhia Motors, 7890373611	108000
			ARUN PRASAD MAITY	Rajgarhia Motors, 7890373611	108000

019-202	Placement Drive and Career Counceling Programme for the students of B.Voc and DDUK Students	154	SHIBSANKAR BHOWMIK	Rajgarhia Motors, 7890373611	108000	80
			SK SANEWAJ	Rajgarhia Motors, 7890373611	108000	
			SUSOVAN MAITY	Rajgarhia Motors, 7890373611	108000	
			NILAJ KUMAR PRADHAN	Rajgarhia Motors, 7890373611	108000	
			RAJU SAMANTA	Rajgarhia Motors, 7890373611	108000	
			AMIT KUMAR JANA	Rajgarhia Motors, 7890373611	108000	
			GOURANGA SAMANTA	Rajgarhia Motors, 7890373611	108000	
			SOUMEN BERA	Rajgarhia Motors, 7890373611	108000	
			BIDYUT GHOSAL	Rajgarhia Motors, 7890373611	108000	
			SAYED IKBAL ALI	Rajgarhia Motors, 7890373611	108000	
			RAHUL GUCHHAIT	Rajgarhia Motors, 7890373611	108000	
			SK MUSTAK AHAMED	Rajgarhia Motors, 7890373611	108000	
			SOUMITRA DHARA	Rajgarhia Motors, 7890373611	108000	
			AMIYA PARUA	Rajgarhia Motors, 7890373611	108000	
			SK OSMAN ALI	Deshpriya Engineering Workshop, 8170039904	102000	
			DEBANGSHU SEKHAR DAS	Deshpriya Engineering Workshop, 8170039904	102000	
			ARPAN GURIA	Deshpriya Engineering Workshop, 8170039904	102000	
			SANDIP SAHOO	Deshpriya Engineering Workshop, 8170039904	102000	
			SUMAN BAIRAGI	Das Diesel, 9547389432	96000	
			RAMPRASAD SAMANTA	Shree Automobiles, 9830551127	102000	
			MOUMITA DHARA	AMRI HOSPITAL,DR. Pinaki Datta, 6290337639	1,32,000	
			SUKANYA JANA	AMRI HOSPITAL,DR. Pinaki Datta, 6290337639	1,32,000	
			URMI PRADHAN	AMRI HOSPITAL,DR. Pinaki Datta, 6290337639	1,32,000	
			SAHELI MAITI	AMRI HOSPITAL,DR. Pinaki Datta, 6290337639	1,32,000	
			NILANJANA BHUNIA	AMRI HOSPITAL,DR. Pinaki Datta, 6290337639	1,32,000	
			SUDIPTA BERA	AMRI HOSPITAL,DR. Pinaki Datta, 6290337639	1,32,000	
			PIYALI BETAL	AMRI HOSPITAL,DR. Pinaki Datta, 6290337639	1,32,000	
			SUMITA MANNA	AMRI HOSPITAL,DR. Pinaki Datta, 6290337639	1,32,000	
			PINKU MAITY	AMRI HOSPITAL,DR. Pinaki Datta, 6290337639	1,32,000	
			PRAJNA PATTANAYAK	AMRI HOSPITAL,DR. Pinaki Datta, 6290337639	1,32,000	
			PAYEL KUNDU	AMRI HOSPITAL,DR. Pinaki Datta, 6290337639	1,32,000	
			ROZINA ISLAM BANA	AMRI HOSPITAL,DR. Pinaki Datta, 6290337639	1,32,000	
			SUSMITA MIDYA	AMRI HOSPITAL,DR. Pinaki Datta, 6290337639	1,32,000	
			SATARUPA CHAKRABARY	RUBI GENARAL HOSPITAL,Resmi Mitra,9836262306	1,26,000	

			SANCHARI DAS	RUBI GENARAL HOSPITAL,Resmi Mitra,9836262306	1,26,000	
			SREEPARNA CHOWDHURY	RUBI GENARAL HOSPITAL,Resmi Mitra,9836262306	1,26,000	
			SULTANA KHATUN	RUBI GENARAL HOSPITAL,Resmi Mitra,9836262306	1,26,000	
			ANANDAMAYEE GIRI	RUBI GENARAL HOSPITAL,Resmi Mitra,9836262306	1,26,000	
			ANKITA MAITY	RUBI GENARAL HOSPITAL,Resmi Mitra,9836262306	1,26,000	
			ARUNA MANNA	RUBI GENARAL HOSPITAL,Resmi Mitra,9836262306	1,26,000	
			KALYANI MANNA	MAS CLINIC AND HOSPITAL, Subrata Mandal, 9933691679	1,26,000	
			MADHUMITA PRADHAN	MAS CLINIC AND HOSPITAL, Subrata Mandal, 9933691679	1,26,000	
			MOUSUMI PRAMANIK	MAS CLINIC AND HOSPITAL, Subrata Mandal, 9933691679	1,26,000	
			KISHNA PRASAD DAS	MAS CLINIC AND HOSPITAL, Subrata Mandal, 9933691679	1,26,000	
			SANGHA MITRA PRAMANIK	MAS CLINIC AND HOSPITAL, Subrata Mandal, 9933691679	1,26,000	
			SUDIP SENA	MAS CLINIC AND HOSPITAL, Subrata Mandal, 9933691679	1,26,000	
			ANKITA MANNA	AMRI HOSPITAL,DR. Pinaki Dutta, 6290337639	1,32,000	
			ANUPAMA KHATUA	AMRI HOSPITAL,DR. Pinaki Dutta, 6290337639	1,32,000	
			ANUPAMA MONDAL	AMRI HOSPITAL,DR. Pinaki Dutta, 6290337639	1,32,000	
			ARJUN MAITY	AMRI HOSPITAL,DR. Pinaki Dutta, 6290337639	1,32,000	
			ARPITA SAMANTA	AMRI HOSPITAL,DR. Pinaki Dutta, 6290337639	1,32,000	
			AVIJIT MAITY	AMRI HOSPITAL,DR. Pinaki Dutta, 6290337639	1,32,000	
			BANASRI BERA	AMRI HOSPITAL,DR. Pinaki Dutta, 6290337639	1,32,000	
			BARNALI SINGHA	AMRI HOSPITAL,DR. Pinaki Dutta, 6290337639	1,32,000	
			JOYASHREE BHOWMIK	AMRI HOSPITAL,DR. Pinaki Dutta, 6290337639	1,32,000	
			JOYASHREE GHORAI	AMRI HOSPITAL,DR. Pinaki Dutta, 6290337639	1,32,000	
			KEYA JANA	AMRI HOSPITAL,DR. Pinaki Dutta, 6290337639	1,32,000	
			KOUSTAV SAHOO	AMRI HOSPITAL,DR. Pinaki Dutta, 6290337639	1,32,000	
			KUHELI SETH	AMRI HOSPITAL,DR. Pinaki Dutta, 6290337639	1,32,000	
			MADHUMITA JANA	AMRI HOSPITAL,DR. Pinaki Dutta, 6290337639	1,32,000	
			MADHUMITA SAMANTA	MAS CLINIC AND HOSPITAL, Subrata Mandal, 9933691679	1,26,000	
			MOUSUMI BHOWMIK	MAS CLINIC AND HOSPITAL, Subrata Mandal, 9933691679	1,26,000	
			NIPA MISTRI	MAS CLINIC AND HOSPITAL, Subrata Mandal, 9933691679	1,26,000	
			PARTHA SAU	MAS CLINIC AND HOSPITAL, Subrata Mandal, 9933691679	1,26,000	
			PURBASHA PAUL	MAS CLINIC AND HOSPITAL, Subrata Mandal, 9933691679	1,26,000	
			RAMKRISHNA PRADHAN	MAS CLINIC AND HOSPITAL, Subrata Mandal, 9933691679	1,26,000	
			SABERA KHATUN	MAS CLINIC AND HOSPITAL, Subrata Mandal, 9933691679	1,26,000	
			SABINA YESMIN	MAS CLINIC AND HOSPITAL, Subrata Mandal, 9933691679	1,26,000	

020-202	Placement Drive and Career Counceling Programme for the students of B.Voc and DDUK Students	100	SAMPRITA MAITY	MAS CLINIC AND HOSPITAL, Subrata Mandal, 9933691679	1,26,000	58
			SANCHARI DEY	RUBI GENEREL,Resmi Mitra, 9836262306	1,38,000	
			SUBHADIP JANA	RUBI GENEREL,Resmi Mitra, 9836262306	1,38,000	
			SUCHANDRA SHETH	RUBI GENEREL,Resmi Mitra, 9836262306	1,38,000	
			SUDIPTA GHOSH	RUBI GENEREL,Resmi Mitra, 9836262306	1,38,000	
			SUSMITA PATTANAYAK	RUBI GENEREL,Resmi Mitra, 9836262306	1,38,000	
			TANIMA SAMANTA	RUBI GENEREL,Resmi Mitra, 9836262306	1,38,000	
			TANUSHREE MAITY	RUBI GENEREL,Resmi Mitra, 9836262306	1,38,000	
			TANUSHREE MAJI	RUBI GENEREL,Resmi Mitra, 9836262306	1,38,000	
			SUSMITA JANA	RUBI GENEREL,Resmi Mitra, 9836262306	1,38,000	
			TRISHNA PAL	RUBI GENEREL,Resmi Mitra, 9836262306	1,38,000	
			SANGRAM SHAIKH	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000	
			SOURAV MONDAL	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000	
			SK. AJIMUL HOSSAIN	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000	
			MINTU PRAMANIK	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000	
			AMRITA MANDAL	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000	
			JAGADISH MONDAL	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000	
			ABBASUDDIN BHANGI	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000	
			SK ABDUL RAHEN	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000	
			NAZMUL HAQUE MOLLA	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000	
			BAPI MOLLA	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000	
			HRIDAY SAH	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000	
			ANUPAM DAS	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000	
			SAMARESH DAS	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000	
			RATHIN BAG	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000	
			ANUPAM BERA	BHANDARI AUTOMOBILES PVT. LTD., 9647016942	108000	
			ABHIJIT GHOSH	Lumax Industries Ltd., 747856515	180000	
			SUBHAJYOTI MAITI	Lumax Industries Ltd., 747856515	180000	
			SUBHASISH PRADHAN	Lumax Industries Ltd., 747856515	180000	
			AMAR MONDAL	Lumax Industries Ltd., 747856515	180000	
			ANIK MAITI	Lumax Industries Ltd., 747856515	180000	
			SUDIP KUMAR BISWAS	Lumax Industries Ltd., 747856515	180000	
			DIPTAYAN PAL	Lumax Industries Ltd., 747856515	180000	
			KOUSHIK DEY	Lumax Industries Ltd., 747856515	180000	

MAYUKH SAMANTA	Lumax Industries Ltd., 747856515	180000
BABUSONA DAS	Lumax Industries Ltd., 747856515	180000
GURUPADA MANDAL	Lumax Industries Ltd., 747856515	180000
JOYDEV MAITY	Lumax Industries Ltd., 747856515	180000
Nobo kumar Mondal	Reliance SMSL Ltd	117012
TANUSHRI PAIK	COSMO BAZAR,HOWRAH	187596
MOUMITA MAITY	COSMO BAZAR,HOWRAH	187596
SUTANUKA MAITY	COSMO BAZAR,Esplanade	187596
Gostho Gopal Das	Monte Carlo Fashion Ltd	111600
Sutapa Bera	Lords Eco Inn Morbi	118200
Sandip Pramanik	Lords Eco Inn Morbi	118200
Sukhendu Singha	Lords Eco Inn Morbi	118200
Baisakhi Dolai	Lords Eco Inn Bhavnagar, Bhavnagar	126000
Bapi Das	Lords Eco Inn Bhavnagar, Bhavnagar	126000
Sunipa Mandal	Lords Eco Inn Bhavnagar, Bhavnagar	126000
Bibhutwa Sen	Lords Eco Inn Rajula,Rajula	115200
Suvendu Kar	Lords Eco Inn Rajula,Rajula	115200
Riya Jana	Lords Eco Inn Rajula,Rajula	115200
Sripriya Bag	Lords Eco Inn Rajula,Rajula	115200
Bonhi Das	Lords Eco Inn Rajula,Rajula	115200
Suparna Bera	Lords Eco Inn Rajula,Rajula	115200
Prasenjit Adhikari	Lords Eco Inn Rajula,Rajula	115200
Suprava Sahoo	Lords Eco Inn Rajula,Rajula	115200
PAMPA JANA	The Ford, Raichak,Raichak, Kolkata	114000
MUKULESH MAJI	Hotel Park Land,Durgapur	114840
ANKITA MANNA	AMRI HOSPITAL	1,32,000
ANUPAMA KHATUA	AMRI HOSPITAL	1,32,000
ANUPAMA MONDAL	AMRI HOSPITAL	1,32,000
ARJUN MAITY	AMRI HOSPITAL	1,32,000
ARPITA SAMANTA	AMRI HOSPITAL	1,32,000
AVIJIT MAITY	AMRI HOSPITAL	1,32,000
BANASRI BERA	AMRI HOSPITAL	1,32,000
BARNALI SINGHA	AMRI HOSPITAL	1,32,000
JOYASHREE BHOWMIK	AMRI HOSPITAL	1,32,000

021-202	Placement Drive and Career Counceling Programme for the students of B.Voc and DDUK Students	120	JOYASHREE GHORAI	AMRI HOSPITAL	1,32,000	61
			KEYA JANA	AMRI HOSPITAL	1,32,000	
			KOUSTAV SAHOO	AMRI HOSPITAL	1,32,000	
			KUHELI SETH	AMRI HOSPITAL	1,32,000	
			MADHUMITA JANA	AMRI HOSPITAL	1,32,000	
			MADHUMITA SAMANTA	MAS CLINIC AND HOSPITAL	1,26,000	
			MOUSUMI BHOWMIK	MAS CLINIC AND HOSPITAL	1,26,000	
			NIPA MISTRI	MAS CLINIC AND HOSPITAL	1,26,000	
			PARTHA SAU	MAS CLINIC AND HOSPITAL	1,26,000	
			PURBASHA PAUL	MAS CLINIC AND HOSPITAL	1,26,000	
			RAMKRISHNA PRADHAN	MAS CLINIC AND HOSPITAL	1,26,000	
			SABERA KHATUN	MAS CLINIC AND HOSPITAL	1,26,000	
			SABINA YESMIN	MAS CLINIC AND HOSPITAL	1,26,000	
			SAMPRITA MAITY	MAS CLINIC AND HOSPITAL	1,26,000	
			SANCHARI DEY	RUBI GENEREL HOSPITAL	1,38,000	
			SUBHADIP JANA	RUBI GENEREL HOSPITAL	1,38,000	
			SUCHANDRA SHETH	RUBI GENEREL HOSPITAL	1,38,000	
			SUDIPTA GHOSH	RUBI GENEREL HOSPITAL	1,38,000	
			SUSMITA PATTANAYAK	RUBI GENEREL HOSPITAL	1,38,000	
			TANIMA SAMANTA	RUBI GENEREL HOSPITAL	1,38,000	
			TANUSHREE MAITY	RUBI GENEREL HOSPITAL	1,38,000	
			TANUSHREE MAJI	RUBI GENEREL HOSPITAL	1,38,000	
			SUSMITA JANA	RUBI GENEREL HOSPITAL	1,38,000	
			TRISHNA PAL	RUBI GENEREL HOSPITAL	1,38,000	
			SANGRAM SHAIKH	BHANDARI AUTOMOBILES PVT. LTD.	108000	
			SOURAV MONDAL	BHANDARI AUTOMOBILES PVT. LTD.	108000	
			SK. AJIMUL HOSSAIN	BHANDARI AUTOMOBILES PVT. LTD.	108000	
			MINTU PRAMANIK	BHANDARI AUTOMOBILES PVT. LTD.	108000	
			AMRITA MANDAL	BHANDARI AUTOMOBILES PVT. LTD.	108000	
			JAGADISH MONDAL	BHANDARI AUTOMOBILES PVT. LTD.	108000	
			ABHIJIT GHOSH	Lumax Industries Ltd.	180000	
			SUBHAJYOTI MAITI	Lumax Industries Ltd.	180000	
			SUBHASISH PRADHAN	Lumax Industries Ltd.	180000	
			AMAR MONDAL	Lumax Industries Ltd.	180000	

			ANIK MAITI	Lumax Industries Ltd.	180000
			SUDIP KUMAR BISWAS	Lumax Industries Ltd.	180000
			DIPTAYAN PAL	Lumax Industries Ltd.	180000
			KOUSHIK DEY	Lumax Industries Ltd.	180000
			MAYUKH SAMANTA	Lumax Industries Ltd.	180000
			BABUSONA DAS	Lumax Industries Ltd.	180000
			Devcharan Singha	Aditya Birla Capital	180000
			Tamal Tarafder	Reliance SMSL Ltd	120000
			Srimanta Bagal	Reliance SMSL Ltd	120000
			Sugata Roy	Quess Corp Ltd	127632
			Ayan Gonda	Trendytech Bera Motors Pvt Ltd(Authorised Dealer-Suzuki Bike)	66000
			Gostho Gopal Das	Deals Kart	144000
			Rintu Das	Finscope Pervasive Services Pvt Ltd	84000
			Suman Lohar	Reliance SMSL Ltd	126000
			Md Shalil Alam	Reliance SMSL Ltd	117912
			Faruk Khan	Reliance SMSL Ltd	117012
			Rahul Duley	Tata Zudio	142116
			SANDIP ACHARJEE	ARAMBAGH FOODMART PVT LTD	120000
			SOMASRI MONDAL	ARAMBAGH FOODMART PVT LTD	120000
			KABITA MAITY	ARAMBAGH FOODMART PVT LTD	120000
			MANAS PATRA	Infiniti Retail Ltd., Tata Croma	132000
			Arnab Sardar	ABG (Pantaloons)	102000
			Susoman Chowdhury	Tata Zudio	142116
			SANCHITA BHATTA	ADICCO	144000
			RIYA CHAKRABORTY	ADICCO	144000
			ANISH DAS	ADICCO	144000
			RAJU MAITY	ADICCO	144000
			BISWAJIT DAS	MIO AMORE,KOLKATA	108000
			AYANTIKA JANA	MIO AMORE,KOLKATA	108000
			ASHRITA PALAI	MIO AMORE,KOLKATA	108000
			Shiv Sankar Mandal	Reliance SMSL Ltd	131652

			Akash Das	Rajgarhia Motor	126000	
			Shekhar Das	Rajgarhia Motor	126000	
			Sourav Betal	Rajgarhia Motor	126000	
			Sayan Mondal	Rajgarhia Motor	126000	
			Nilanjan Maity	Rajgarhia Motor	126000	
			Sayan Mondal	Rajgarhia Motor	126000	
			Ritam Kuiti	Rajgarhia Motor	126000	
			Samar Bhowmik	Rajgarhia Motor	126000	
			Arup Garai	Rajgarhia Motor	126000	
			Subhadip Bhattacharya	Rajgarhia Motor	126000	
			Reshabh Samanta	Rajgarhia Motor	126000	
			Sankar Manna	Rajgarhia Motor	126000	
			Pradipta Karan	Rajgarhia Motor	126000	
			Narayan Dinda	Rajgarhia Motor	126000	
			Roni Maity	Rane NSK Steering Systems Pvt. Ltd	216000	
			Dweep Majumdar	Rane NSK Steering Systems Pvt. Ltd	216000	
			Subhamay Maity	Rane NSK Steering Systems Pvt. Ltd	216000	
			Suvankar Ghorai	Rane NSK Steering Systems Pvt. Ltd	216000	
			Rup Kumar Panda	Rane NSK Steering Systems Pvt. Ltd	216000	
			Sukhendu Dolai	Rane NSK Steering Systems Pvt. Ltd	216000	
			Kousik duyari	Rane NSK Steering Systems Pvt. Ltd	216000	
			Sayan khan	Rane NSK Steering Systems Pvt. Ltd	216000	
			Abhishek Manna	Rane NSK Steering Systems Pvt. Ltd	216000	
			Rahul Dolui	Rane NSK Steering Systems Pvt. Ltd	216000	
			Suman Pramanik	Rane NSK Steering Systems Pvt. Ltd	216000	
			Santu Bhunia	Rane NSK Steering Systems Pvt. Ltd	216000	
			Anupama Barui	Rane NSK Steering Systems Pvt. Ltd	216000	
			Pampa Jana	Rane NSK Steering Systems Pvt. Ltd	216000	
			Subhankar Sau	Rane NSK Steering Systems Pvt. Ltd	216000	
	Placement Drive		Dhrubojyoti Santra	Bhandari Automobiles Pvt. Ltd.	126000	
	and Career		Ramesh Das	Bhandari Automobiles Pvt. Ltd.	126000	
	Counceling		Avishek Ghorai	Bhandari Automobiles Pvt. Ltd.	126000	
022-202	Programme for	150	Durgapada Mandal	Bhandari Automobiles Pvt. Ltd.	126000	109
	the students of		Arup Bera	Bhandari Automobiles Pvt. Ltd.	126000	

B.Voc and DDUK Students	Sanjoy Pal	Bhandari Automobiles Pvt. Ltd.	126000	
	Niranjan Jana	Deshpriya Engineering Workshop	126000	
	Suman Sahoo	Deshpriya Engineering Workshop	126000	
	Suvankar Doloi	Deshpriya Engineering Workshop	126000	
	Swapan Dandapat	Deshpriya Engineering Workshop	126000	
	Deep kumar Dey	Shree Automobiles,	138000	
	Ashis Kundu	Shree Automobiles,	138000	
	Biswajit Das	Shree Automobiles,	138000	
	Manas Adak	Shree Automobiles,	138000	
	Arup Maity	Shree Automobiles,	138000	
	Rohit Roy	Shree Automobiles,	138000	
	Prititosh Maity	Shree Automobiles,	138000	
	Akash Maity	Shree Automobiles,	138000	
	Tanmoy Maity	Shree Automobiles,	138000	
	Kishor Bhunia	Shree Automobiles,	138000	
	Ranit Pattanayak	Shree Automobiles,	138000	
	Sarfaraj Akram Mandal	Shree Automobiles,	138000	
	ALPANA MAITY	ANANDALOK HOSPITAL	1,32,000	
	ANANYA KUILYA	ANANDALOK HOSPITAL	1,32,000	
	APARNA MAITY	ANANDALOK HOSPITAL	1,32,000	
	ATASI PAL	ANANDALOK HOSPITAL	1,32,000	
	AYANTIKA PICHHLI	ANANDALOK HOSPITAL	1,32,000	
	CHANDRANI HAZRA	ANANDALOK HOSPITAL	1,32,000	
	DIPANNITA MAITY	RUBI HOSPITAL	1,38,000	
	HABIBA KHATUN	RUBI HOSPITAL	1,38,000	
	LUSHI MANDAL	RUBI HOSPITAL	1,38,000	
	MADHUMITA PANDIT	RUBI HOSPITAL	1,38,000	
	MADHURI BERA	RUBI HOSPITAL	1,38,000	
	MALLIKA BAG	MAS CLINIC AND HOSPITAL	1,26,000	
	MALLIKA DAS	MAS CLINIC AND HOSPITAL	1,26,000	
	MANDIRA CHAKRABORTY	MAS CLINIC AND HOSPITAL	1,26,000	
	MANISHA SINGHA	MAS CLINIC AND HOSPITAL	1,26,000	
	MUMTAZ KHATUN	MAS CLINIC AND HOSPITAL	1,26,000	
	NABANITA PAL	MAS CLINIC AND HOSPITAL	1,26,000	

			NAYNA PATRA	MAS CLINIC AND HOSPITAL	1,26,000	
			PAPITA ROY	MAS CLINIC AND HOSPITAL	1,26,000	
			PARAMITA MISHRA	MAS CLINIC AND HOSPITAL	1,26,000	
			PAYEL PATRA	MAS CLINIC AND HOSPITAL	1,26,000	
			PIYALI PATRA	MAS CLINIC AND HOSPITAL	1,26,000	
			PRATIMA DHARA	MAS CLINIC AND HOSPITAL	1,26,000	
			PRITIKANA MAITY	AMRI HOSPITAL	1,32,000	
			PRIYA BERA	AMRI HOSPITAL	1,32,000	
			PRIYANKA HAZRA	AMRI HOSPITAL	1,32,000	
			PUJA BERA	AMRI HOSPITAL	1,32,000	
			PUJA RANI MAITY	AMRI HOSPITAL	1,32,000	
			TANIYA CHAKRABORTY	AMRI HOSPITAL	1,32,000	
			RITUSWARNA DAS	AMRI HOSPITAL	1,32,000	
			RUKAIYA BEGAM	AMRI HOSPITAL	1,32,000	
			RUMI SANTRA	AMRI HOSPITAL	1,32,000	
			RUMPA KHATUN	AMRI HOSPITAL	1,32,000	
			SANCHAYITA GAYEN	AMRI HOSPITAL	1,32,000	
			SHRABANI BHUIN	AMRI HOSPITAL	1,32,000	
			SOMA PRAMANIK	AMRI HOSPITAL	1,32,000	
			SOMASREE PAUL	AMRI HOSPITAL	1,32,000	
			SOMNATH MAITY	AMRI HOSPITAL	1,32,000	
			SUMITRA MAITY	AMRI HOSPITAL	1,32,000	
			SUMITRA SANGRAM	AMRI HOSPITAL	1,32,000	
			SUTAPA SASMAL	AMRI HOSPITAL	1,32,000	
			TITHI RANI KHANRA	AMRI HOSPITAL	1,32,000	

MAHISHADAL RAJ COLLEGE
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NAAC accredited 'A' Grade College
DST (FIST) Govt. of India Approved College
Mahishadal :PurbaMedinipur
E.mail : principal.mrc1946@gmail.com

5.2.2 Percentage of students qualifying in state/national/ international level examinations during the last five years
(eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)

Year	Registration number/roll number for the exam	Names of students qualified	Name of the qualifying exam
Academic year 2022-2023			
2022-2023	22047282	ARNAB KR PAL	SET
2022-2023	10405321	SAMBHU MAITY	NET
2022-2023	22046280	SAMBUDDHA KRISHNA DEB	SET
2022-2023	22048892	ABANTIKA CHAKRABORTY	SET
2022-2023	WB10201900	SANGITA MAITY	NET
2022-2023	WB10001704	BIVAS JANA	NET WITH JRF
2022-2023	MA23S56507133	SANCHITA DAS	GATE
2022-2023	MA23S0934565	SAMBUDDHA KRISHNA DEB	GATE
2022-2023	22046286	SANCHITA DAS	SET
2022-2023	22047216	SK MAHAMMAD ASIQUE	SET
2022-2023	WB10302183	SUVENDU PATRA	NET
2022-2023			
2022-2023	WB10204379	PINKI MANNA	NET
2022-2023	22049174	PINKI MANNA	SET
2022-2023	22047305	SOMDIPA PRAMANIK	SET
2022-2023	WB10060921	PALLAB PAL	NET
2022-2023	WB10203424	SK MAHAMMAD ASIQUE	NET
2022-2023	22046072	ANUPAM KHANRA	SET
2022-2023	WB10662763	MONALISA MAITY	NET WITH JRF
2022-2023	CY612F120	SACHHIDANANDA MAITY	JAM

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Academic year 2021-2022			
2021-2022	21045875	SUBARNA PATTANAYAK	SET
2021-2022	WB07000676	SUDESHNA BERA	NET WITH JRF
2021-2022	MA22S26509122	ARNAB KUMAR PAL	GATE
2021-2022	WB10025241	SOMDIPA PRAMANIK	NET
2021-2022	WB10670607	SUBHADEEP SAMANTA	NET WITH JRF
2021-2022	WB10671656	SANDHITSA HAZRA	NET
2021-2022	WB07000676	SUDESHNA BERA	JRF,CSIR
2021-2022	CY616A514	PAYEL ADHIKARY	JAM
2021-2022	2.20414E+11	PRASENJIT RANA	JAM
2021-2022	WB1001330083	TAPAN KHATUA	NET
2021-2022	WB10007009	BHASKAR MAJI	JRF,CSIR
2021-2022	WB10007644	SANDIP DAS ADHIKARY	CSIR JRF
2021-2022	21047141	SAMBHU MAITY	SET
2021-2022	22053095	SUBHENDU PATRA	SET
2021-2022	WB10025099	SUBARNAMAITY	NET
2021-2022	WB10025680	KOYEL DAS	NET WITH JRF
2021-2022	21046759	PRADIP SAMANTA	SET

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Academic year 2020-2021			
2020-2021	20051061674	NILKANTA DAS ADHIKARY	**NET**
2020-2021	200510354829	ANTARA ADHIKARY	**NET**
2020-2021	WBSET/22-2402	SUDARSAN DINDA	**SET**
2020-2021	WB0752000021	SOMNATH BERA	**NET**
2020-2021	22010795	AKSHAYA DAS	**SET**
2020-2021	WB1051000186	DEEPMALA MAHATO	**NET**

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Academic year 2019-2020			
2019-2020	1032841	RATNA PANDA	**NET**
2019-2020	WB1005208342	ANJANA SENAPATI	**NET**
2019-2020	OR0405201760	KANAILAL SAHOO	**NET**
2019-2020	WB1005207390	KUHELI PRAMANIK	**NET**
2019-2020	WB10500847	RAMKRISHNA BHUNIA	**NET**
2019-2020	PH20S16044083	RADHAGOBINDA BHUNIA	**GATE**
2019-2020	113021	SUBHADIP JANA	**CSIR NET WITH JRF**
2019-2020	129898	SURAJIT SINGHA	**CSIR NET WITH JRF**
2019-2020	130003	MILAN GUMTYA	**CSIR NET WITH JRF**
2019-2020	WB0501500374	BISWANATH MAITY	**NET**
2019-2020	WB07052026	RIKTA SAMANTA	**NET**

Academic year 2018-2019			
2018-2019	91002893	ASUTOSH BASUI	**NET**
2018-2019	1030876	BISWANATH MAITY	**SET**
2018-2019	353244	SWAJAN RATH	**CSIR-NET**
2018-2019	346454	PRASENJIT SAHOO	**CSIR-NET**
2018-2019	352266	ABHIJIT SAHOO	**CSIR,NET**
2018-2019	343396	SAMIR PATRA	**CSIR,NET**
2018-2019	1030575	KUHELI PRAMANIK	**SET**
2018-2019	1029556	PRIYA BHIM	**SET**
2018-2019	128922	PULAKESH PRAMANIK	**CSIR NET WITH JRF**
2018-2019	105358	ABHIJIT MANNA	**CSIR NET**
2018-2019	91024338	PRIYA BHIM	**NET**
2018-2019	527006	RADHAGOBINDA BHUNIA	**CSIR UGC**

Placement Drive and Career Counseling Programme for the students of B.Voc Hospitality Management

Date-13.12.2022

One Week Management Development Programme (MDP) under Entrepreneurship Development Programme(ESDP)Scheme for the students of B.Voc Automobile and Retail Management

Carrier bridging programmed on knowledge and Skill gap 5 leading industry Entrepreneur's

Date: 1st Auguest'2021 to 5th August'2021

“Apprenticeship Protshahan Yojona”

Date:14.06.2022


SEMINAR
ON
APPRENTICESHIP PROTSHAHAN YOJANA
BY
REGIONAL DIRECTORATE OF APPRENTICESHIP
TRAINING (ER), KOLKATA
GOVT. OF INDIA
MINISTRY OF SKILL DEVELOPMENT & ENTREPRENEURS
ORGANISED BY
MAHISHADAL RAJ COLLEG
VENUE: MAHISHADAL RAJ COLLEGE
MAHISHADAL, PURBA MEDINIPUR
Date : 14.06.2022

AMRI


BAZAAR


BEST PRICE
GUARANTEED

Health Awareness Camp

" To Close the Cancer Care Gap"

Organiser-MAS Clinic & Hospital , Tamluk along with the Department Health Care B.voc Mahishadal Raj college

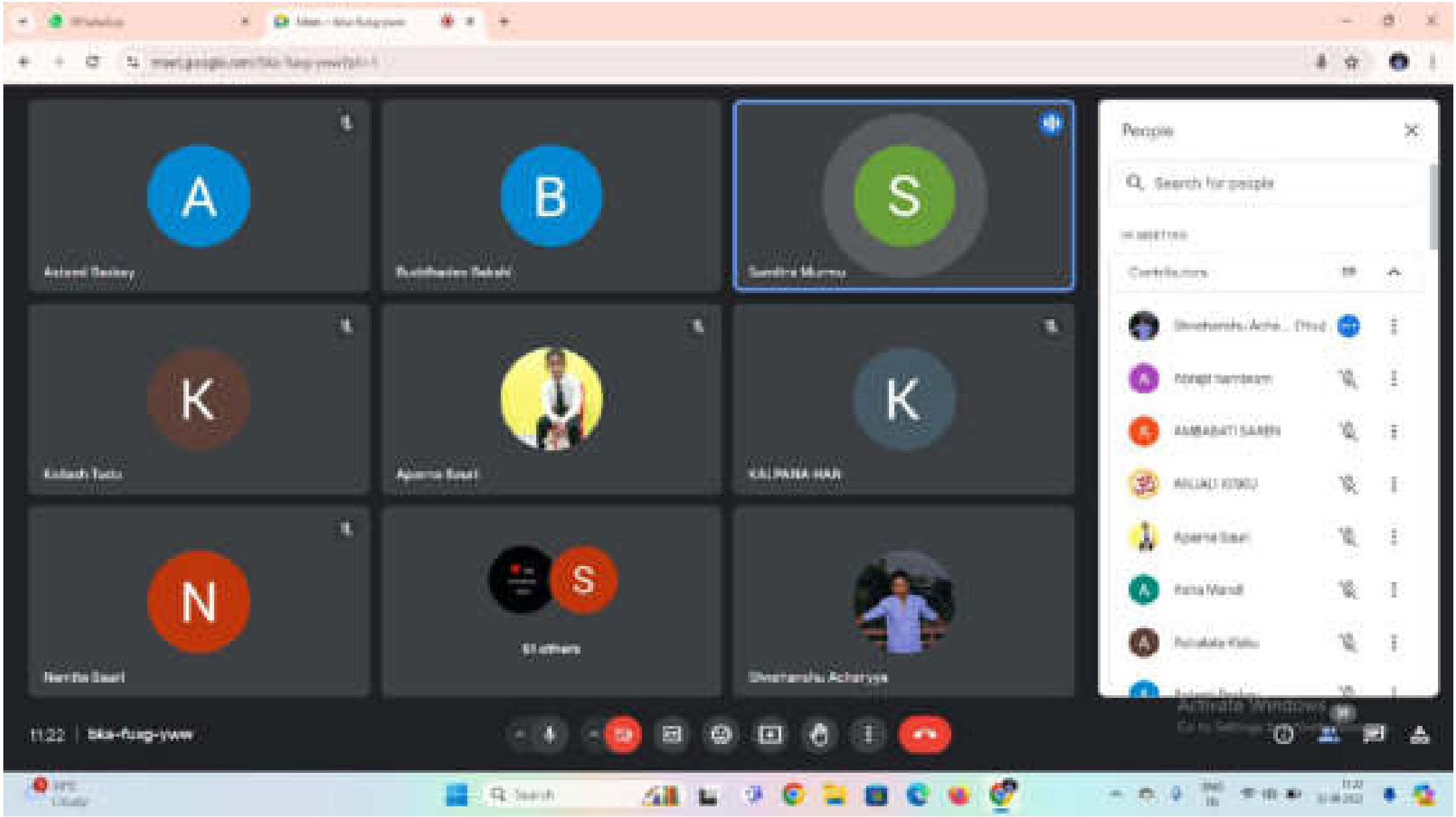
STUDENT PARTICIPATION LIST

One Week Management Development Programme

Place: Mahishadal Raj College Campus **Date:20.11.2022 to 27.11.2022**

Sl. No.	Student's Name	Department	Signature of the Student
1	ATANU MONDAL	B.Voc in Automobile	Atanu Mondal
2	ARUIT MAITY	B.Voc in Automobile	Arijit Maity
3	SOVAN KUMAR DAS	B.Voc in Automobile	Sovan Kumar Das
4	SOMASHRI PRADHAN	B.Voc in Automobile	Somashri Pradhan
5	SOUMEN NAYEK	B.Voc in Automobile	Soumen Nayek
6	SAMARESH SAMANTA	B.Voc in Automobile	Samaresh Samanta
7	JOYJIT NANDI	B.Voc in Automobile	Joyjit Nandi
8	PRITAM JANA	B.Voc in Automobile	Pritam Jana
9	SUBHRAKANTI SINGHA	B.Voc in Automobile	Subhra Kanti Singha
10	KARTIK JANA	B.Voc in Automobile	Kartik Jana
11	KRIPASINDU DAS	B.Voc in Automobile	Kripasindu Das
12	ABHIJIT MANNA	B.Voc in Automobile	Abhijit Manna
13	SWARUP JANA	B.Voc in Automobile	Swarup Jana
14	NITAI DAS	B.Voc in Automobile	Nitai Das
15	NITYANANDA SANTRA	B.Voc in Automobile	Nityananda Santra
16	SANTANU MAJHI	B.Voc in Automobile	Santanu Majhi
17	ANKAN MIRDHA	B.Voc in Automobile	Ankan Mirdha
18	MRINMAY JANA	B.Voc in Automobile	Mrinmay Jana
19	GANESH SAMANTA	B.Voc in Automobile	Ganesh Samanta
20	VIVEKANANDA JANA	B.Voc in Automobile	Vivekananda Jana
21	CHANDRAKANTA MAITY	B.Voc in Automobile	Chandrakanta Maity
22	SUDIP PATRA	B.Voc in Automobile	Sudip Patra
23	PRITHWIRAJ MAITY	B.Voc in Automobile	Prithwiraj Maity
24	AKSHAY SAMANTA	B.Voc in Automobile	Akshay Samanta
25	PARTHA SARATHI KANP	B.Voc in Automobile	Partha Sarathi Kanp
26	RAHUL KANDAR	B.Voc in Automobile	Rahul Kandar
27	SAMARENDRANATH KIRTAN	B.Voc in Automobile	Samarendranath Kirtan
28	SANAJIT BARMAN	B.Voc in Automobile	Sanajit Barman
29	SUMAN DAS	B.Voc in Automobile	Suman Das
30	SANJIT SINGHA	B.Voc in Automobile	Sanjit Singha
31	SOUVIK RANA	B.Voc in Automobile	Souvik Rana
32	SK ABDUL MOMIN	B.Voc in Automobile	Sk. Abdul Momin
33	ADITI MONDAL	B.Voc in Automobile	Aditi Mondal
34	NITAI MONDAL	B.Voc in Automobile	Nitai Mondal
35	ANANDA DAS	B.Voc in Automobile	Ananda Das
36	SANTU JANA	B.Voc in Automobile	Santu Jana
37	ARGHYA DAS	B.Voc in Automobile	Arghya Das
38	TANMAY BEJ	B.Voc in Automobile	Tanmay Bej
39	PIYANGSHU KAR	B.Voc in Automobile	Piyangshu Kar
40	BISWAJIT MAISH	B.Voc in Automobile	Biswajit Maish
41	BISWAJIT BERA	B.Voc in Automobile	Biswajit Bera
42	BASUDEV SHAW	B.Voc in Automobile	Basudev Shaw

43	SUBRATA SAHOO	B.Voc in Automobile	Subrata Sahoo
44	SIDDHARTHA BERA	B.Voc in Automobile	Siddhartha Bera
45	SANJIB MISHRA	B.Voc in Automobile	Sanjib Mishra
46	SASANKA RANA	B.Voc in Automobile	Sasanka Rana
47	SURYAKANTA GHORAI	B.Voc in Automobile	Surjyakanta Ghorai
48	SATYAJIT MAITY	B.Voc in Automobile	Satyajit Maity
49	SHILPA GAYEN	B.Voc in Automobile	Shilpa Gayen
50	DEBASISH ADAK	B.Voc in Automobile	Debasish Adak
51	SANDIP CHAKRABORTY	B.Voc in Automobile	Sandip Chakraborty
52	ASISH NAYAK	B.Voc in Automobile	Asish Nayak
53	MOHAN DAS	B.Voc in Automobile	Mohan Das
54	DHANANJOY MAITY	B.Voc in Automobile	Dhananjoy Maity
55	SUJAY DOLAI	B.Voc in Automobile	Sujay Dolai
56	ABHIJIT PATRA	B.Voc in Automobile	Abhijit Patra
57	ARPAN MUKHERJEE	B.Voc in Automobile	Arpan Mukherjee
58	SOURAV CHAKRABORTY	B.Voc in Automobile	Sourav Chakraborty
59	PALASH HAZRA	B.Voc in Automobile	Palash Hazra
60	AKASH PRAMANIK	B.Voc in Automobile	Akash Pramanik
61	AMIT PRAMANIK	B.Voc in Automobile	Amit Pramanik
62	SUKUMAR MAITY	B.Voc in Automobile	Sukumar Maity
63	ARGHA GHOSH	B.Voc in Automobile	Argha Ghosh
64	DEBABRATA DAS	B.Voc in Automobile	Debabrata Das
65	SHUVAJIT BANERJEE	B.Voc in Automobile	Shuvajit Banerjee
66	SUJAY GIRI	B.Voc in Automobile	Sujay Giri
67	SHUVA KANDAR	B.Voc in Automobile	Shuva Kandar
68	SHYAMAL SAMANTA	B.Voc in Automobile	Shyamal Samanta
69	SURAJIT MAITY	B.Voc in Automobile	Surajit Maity
70	RAJENDRA PRASAD PATRA	B.Voc in Retail Management	Rajendra Prasad Patra
71	ANKITA BERA	B.Voc in Retail Management	Ankita Bera
72	SHRAYA PATRA	B.Voc in Retail Management	Shraya Patra
73	MOU MISHRA	B.Voc in Retail Management	Mou Mishra
74	KAKALI PARAMANIK	B.Voc in Retail Management	Kakali Paramanik
75	BRISTI PRADHAN	B.Voc in Retail Management	Bristi Pradhan
76	SANTANU JANA	B.Voc in Retail Management	Santanu Jana
77	BISHAL RABIDAS	B.Voc in Retail Management	Bishal Rabidas
78	SIMA DAS	B.Voc in Retail Management	Sima Das
79	APARNA DHARA	B.Voc in Retail Management	Aparna Dhara
80	SAHELI JANA	B.Voc in Retail Management	Saheli Jana
81	SONALI MONDAL	B.Voc in Retail Management	Sonali mondal
82	SANGITA GIRI	B.Voc in Retail Management	Sangita Giri
83	MADHUMITA DAS	B.Voc in Retail Management	Madhumita Das
84	SUPRIYA ADHIKARY	B.Voc in Retail Management	Supriya Adhikary
85	RIKI RUHI DAS	B.Voc in Retail Management	Riki Ruhi Das
86	SWARNALI SAMANTA	B.Voc in Retail Management	Swarnali Samanta
87	SRIDEEPA MAITY	B.Voc in Retail Management	Sridipa Maity
88	MRITYUNJOY BERA	B.Voc in Retail Management	Mrityunjoy Bera
89	MOBINA KHATUN	B.Voc in Retail Management	Mobina Khatun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STUDENT PARTICIPATION LIST

One Day Virtual Training on Professional Grooming

Date:02.09.2021

Sl. No.	Student's Name	Department	Present / Absent
1	MADHUMITA BETAL	Hospitality management	Present
2	BUDDHADEB DOLAI	Hospitality management	Present
3	PAYEL BARAI	Hospitality management	Present
4	ANIL KUMAR PAL	Hospitality management	Present
5	SK MD YAMUR ALI SHAN	Hospitality management	Present
6	SUTAPA DAS ADHIKARY	Hospitality management	Present
7	SUCHETA MAITY	Hospitality management	Present
8	NANDAN BHOWMIK	Hospitality management	Present
9	KRISHNEND USAMANTA	Hospitality management	Present
10	KARTIK PRAMANIK	Hospitality management	Present
11	SURAJIT PAUL	Hospitality management	Present
12	SOUVIK SENAPATI	Hospitality management	Present
13	Subhadip Sen	Retail Management	Present
14	Shilpa Samanta	Retail Management	Present
15	Sovan Samanta	Retail Management	Present
16	Sanjay Das	Retail Management	Present
17	Arupjyoti Bej	Retail Management	Present
18	Nandan Bera	Retail Management	Present
19	Amit Kumbhakar	Retail Management	Present
20	Nilkamal Mandal	Retail Management	Present
21	Arijit Bej	Retail Management	Present
22	Bristy Dutta	Retail Management	Present
23	Priyasa Dhara	Retail Management	Present
24	Abhijit Mahato	Retail Management	Present

STUDENT PARTICIPATION LIST

Carrier bridging programme on knowledge and Skill gap

Place:Mahishadal Raj College **Date:01.08.2021**

Sl. No.	Student's Name	Department	Signature of the Student
1	MADAN PATRA	B.voc in MLT	
2	KRISHNA KAMAL ADHIKARY	B.voc in MLT	Krishna Kamal Adhikary
3	SUSHOVAN DAS	B.voc in MLT	S Das
4	ATANU JANA	B.voc in MLT	
5	PRIYANKA MAITY	B.voc in MLT	Priyanka Maity
6	HAIMANTIKA ADAK	B.voc in MLT	
7	PUJA RANI PANDA	B.voc in MLT	Puja Rani Panda
8	TRINA MAITY	B.voc in MLT	
9	DEBAJYOTI KARAN	B.voc in MLT	
10	SK EKBAL HOSSAIN	B.voc in MLT	
11	ANIT KUMAR KUILA	B.voc in MLT	
12	AVIJIT BERA	B.voc in MLT	Avijit Bera
13	SURYA DAS	B.voc in MLT	Surya Das
14	SUDIPTA BERA	B.voc in MLT	
15	SHILPI PAL	B.voc in MLT	S Pal
16	SOURAV MAITY	B.voc in MLT	
17	MAINAK MANNA	B.voc in MLT	Mainak Manna
18	SOUMYADIP GANTAIT	B.voc in MLT	
19	KALPANA MAITY	B.voc in MLT	K. Maity
20	SAHID MALLIK	B.voc in MLT	
21	NIMAI MONDAL	B.voc in MLT	Nimai Mondal
22	SUMAN GIRI	B.voc in MLT	
23	ANIMA SAMANTA	B.voc in MLT	Anima Samanta
24	RUPANWITA BHOWMIK	B.voc in MLT	R.B.
25	SOUVIK MONDAL	B.voc in MLT	
26	PRASANTA HAZRA	B.voc in MLT	
27	ARJUN KUMBHAKAR	B.voc in MLT	Arjun Kumbhakar
28	MOUMITA SANTRA	B.voc in MLT	Moumita Santra
29	PRIYANKA MAITY	B.voc in MLT	P. Maity
30	SOUMEN KUMAR GIRI	B.voc in MLT	Soumen Kumar Giri
31	ANJANA RANI DAS	B.voc in MLT	Anjana Rani Das
32	SARBANI SAMANTA	B.voc in MLT	S. Samanta
33	TIYASHA HANDA	B.voc in MLT	T. Handa
34	NILENDU SEKHAR SEN	B.voc in MLT	
35	SEFALI GHORAI	B.voc in MLT	Sefali Ghorai
36	ARNAB BHUNIA	B.voc in MLT	
37	KEYA MANNA	B.voc in MLT	
38	SRIPARNA BHOWMIK	B.voc in MLT	Keya Manna
39	SUJAN PALADHI	B.voc in MLT	S Paladhi
40	RISHIK CHANDA	B.voc in MLT	Rishik Chanda
41	RAJESH PAL	B.voc in MLT	Rajesh Pal
42	CHANDAN JANA	B.voc in MLT	Chandan Jana
43	PARAMITA DAS	B.voc in MLT	Paramita Das

44	ANITA PANDIT	B.voc in MLT	Anita Pandit
45	SUBHANKAR MONDAL	B.voc in MLT	Subankar Mondal
46	MOHAN ADAK	B.voc in MLT	Mohan Adak
47	RITU BHUNIA	B.voc in MLT	
48	ALOMESH BAIRAGI	B.voc in MLT	Alomesh Bairagi
49	SUBHADEEP PAUL	B.voc in MLT	
50	SAMIRAN SAMANTA	B.voc in MLT	
51	SOUVIK MANNA	B.voc in MLT	Sovik Manna
52	PRAKASH DHARA	B.voc in MLT	Prakash Dhara
53	SHARIKA PARVEEN	B.voc in MLT	
54	SUVRA JANA	B.voc in MLT	Suvra Jana
55	RUPAM MAITY	B.voc in MLT	Rupam Maity
56	PUSPA RANI SHEE	B.voc in MLT	Puspa Rani Shee
57	RUMPA ADAK	B.voc in MLT	Rumpa Adak
58	TANUSHREE ADAK	B.voc in MLT	Tadak
59	SK SAMIR SULTAN	B.voc in MLT	Sk Samir Sultan
60	SAMRIN SULTANA	B.voc in MLT	Samrin Sultana
61	PUJA JANA	B.voc in HM	Puja Jana
62	SUTAPA BERA	B.voc in HM	Sutapa Bera
63	BAISAKHI DOLAI	B.voc in HM	Baisakhi Dolai
64	SANDIP PRAMANIK	B.voc in HM	
65	ZEBA HOSSAIN	B.voc in HM	Zeba Hossain
66	SANATAN SAHOO	B.voc in HM	Santan Sahoo
67	JAGANNATH MAJI	B.voc in HM	
68	ANJAN SAHOO	B.voc in HM	Anjan Sahoo
69	SUBAJIT PRAMANIK	B.voc in HM	
70	RITU CHAKRA	B.voc in HM	Ritu Chakra
71	BANASHRI GARU	B.voc in HM	Banashri Garu
72	ANIMA SINGHA	B.voc in HM	Anima Singha
73	BIBHUTWA SEN	B.voc in HM	B Sen
74	SUSMITA ROY	B.voc in HM	Susmita Roy
75	MUKULESH MAJI	B.voc in HM	Mukulesh Maji
76	TANUSRI SAMANTA	B.voc in HM	Tanusri Samanta
77	BISWAJIT DAS	B.voc in HM	Biswajit Das
78	SRIMANTA KUMAR MAITY	B.voc in HM	Srikanty
79	ARPITA SANTRA	B.voc in HM	Arpita Santra
80	TANUJA GUCHHAIT	B.voc in HM	Tanuja Guchhait
81	MONISHA MONDAL	B.voc in HM	Monisha Mondal
82	BANHISIKHA MAITY	B.voc in HM	M. Nizanda
83	MILI GOL	B.voc in HM	Mili Gol
84	BAPI DAS	B.voc in HM	Bapi Das
85	ABHIJIT DAS	B.voc in HM	Abhijit Das
86	SIPRA BHUIN(RANA)	B.voc in HM	Bapi Das
87	SUVENDU KAR	B.voc in HM	Suvendu Kar
88	RIYA JANA	B.voc in HM	Riya Jana
89	SRIPRIYA BAG	B.voc in HM	Priya Jana
90	SUNIPA MONDAL	B.voc in HM	Sunipa Mondal
91	SUCHITRA PATRA	B.voc in HM	Suchitra Patra
92	BUDDHESWAR HALDER	B.voc in HM	Buddheswar Halder
93	BONHI DAS	B.voc in HM	Bonhi Das

94	SUPARNA BERA	B.voc in HM	Suparna Bera
95	SANGRAM SHAIKH	B.voc in Automobilde	Sangram Shaikh
96	SOURAV MONDAL	B.voc in Automobilde	S Mondal
97	SK AJIMUL HOSSAIN	B.voc in Automobilde	
98	MINTU PRAMANIK	B.voc in Automobilde	Mintu Pramanik
99	AMRITA MANDAL	B.voc in Automobilde	
100	JAGADISH MONDAL	B.voc in Automobilde	
101	ABBASUDDIN BHANGI	B.voc in Automobilde	Abbasuddin Bhangi
102	SK ABDUL RAHEN	B.voc in Automobilde	SK. Abdul Rahen
103	NAZMUL HAQUE MOLLA	B.voc in Automobilde	Nazmul Haque Molla
104	BAPI MOLLA	B.voc in Automobilde	Bapi Molla
105	HRIDAY SAH	B.voc in Automobilde	Hriday Sah
106	ANUPAM DAS	B.voc in Automobilde	Anupam Das
107	SAMARESH DAS	B.voc in Automobilde	Sabej
108	RATHIN BAG	B.voc in Automobilde	Rathin Bag
109	ANUPAM BERA	B.voc in Automobilde	Anupam Bera
110	ABHIJIT GHOSH	B.voc in Automobilde	Abhijit Ghosh
111	SUBHAJYOTI MAITI	B.voc in Automobilde	Subhajyoti Maity
112	SUBHASISH PRADHAN	B.voc in Automobilde	Subhasish Pradhan
113	AMAR MONDAL	B.voc in Automobilde	Amar Mondal
114	ANIK MAITI	B.voc in Automobilde	Anik Maity
115	SUDIP KUMAR BISWAS	B.voc in Automobilde	Sudip Kumar Biswas
116	DIPTAYAN PAL	B.voc in Automobilde	Diptayan Pal
117	KOUSHIK DEY	B.voc in Automobilde	Koushik Dey
118	MAYUKH SAMANTA	B.voc in Automobilde	Mayukh Samanta
119	BABUSONA DAS	B.voc in Automobilde	Babusona Das
120	GURUPADA MANDAL	B.voc in Automobilde	Gurupada Mandal
121	JOYDEV MAITY	B.voc in Automobilde	Joydev Maity
122	SAKLIN MONDAL	B.voc in Automobilde	Saklin Mondal
123	MAHAMMED AZIZ	B.voc in Automobilde	Mohammed Aziz
124	ARINDAM KARAN	B.voc in Automobilde	Arindam Karan
125	CHANDAN BERA	B.voc in Automobilde	Chandan Bera
126	SASANKA SAMANTA	B.voc in Automobilde	Sasanka Samanta
127	SUVENDU HAZRA	B.voc in Automobilde	Suvendu Hazra
128	SWARUP DAS	B.voc in Automobilde	Swarup Das
129	BRAJAGOPAL PANDA	B.voc in Automobilde	Brajagopal Panda
130	RAJKUMAR JANA	B.voc in Automobilde	Rajkumar
131	UTPAL BARMAN	B.voc in Automobilde	Utpal Barman
132	SANJAY DAS	B.voc in Automobilde	Sanjay Das
133	GOUTAM MONDAL	B.voc in Automobilde	Goutam Mondal
134	ANANDA MAITI	B.voc in Automobilde	Ananda Maiti
135	SAYAN KAR	B.voc in Automobilde	Sayan Kar
136	HARIPADA KAR	B.voc in Automobilde	Haripada Kar
137	SUMAN MAITY	B.voc in Automobilde	Suman Maity
138	JAGANNATH DAS	B.voc in Automobilde	Jagannath Das
139	CHANDRA SEKHAR BHUNIA	B.voc in Automobilde	CS Bhunia
140	SANJOY KUMAR MAITY	B.voc in Automobilde	Sanjoy Maity
141	SOUMEN DAS	B.voc in Automobilde	Soumen Das
142	PARTHA KHATUA	B.voc in Automobilde	Partha Khatua

143	RAJIB BHAKTA	B.voc in Automobilde	Rajib Bhakta
144	SAMARESH PRADHAN	B.voc in Automobilde	Samaresh Pradhan
145	ANUPAM MAJI	B.voc in Automobilde	Anupam Maji
146	SOURAV MAITY	B.voc in Automobilde	Sourav Maity
147	SOUMYADIP BHUNIA	B.voc in Automobilde	Soumyadip Bhunia
148	SK. KOHEDUL ISLAM	B.voc in Automobilde	Sk. Kohedul Islam
149	RANAJIT BERA	B.voc in Automobilde	Ranajit Bera
150	RAKESH MONDAL	B.voc in Automobilde	Rakesh Mondal
151	SANJIB DAS	B.voc in Automobilde	Sanjib Das
152	DEBAJYOTI MAITY	B.voc in Automobilde	Debajyoti Maity
153	SUPRIYA MONDAL	B.voc in Automobilde	Supriya Mondal
154	KOUSHIK DHARA	B.voc in Automobilde	Koushik Dhara
155	TAPAS BERA	B.voc in Automobilde	Tapas Bera
156	SAMIT SAHOO	B.voc in Automobilde	Samit Sahoo
157	DINESH GAYEN	B.voc in Automobilde	Dinesh Gayen
158	SHEEJIT DAS	B.voc in Automobilde	Sheejit Das
159	RAKESH SINGHA	B.voc in Automobilde	Rakesh Singha
160	ANUPAM DAS	B.voc in Automobilde	Anupam Das
161	DEBABRATA MAITY	B.voc in Automobilde	Debabrata Maity
162	SUBHAS MANDAL	B.voc in Automobilde	Subhas Mandal
163	SANTU MALLIK	B.voc in Automobilde	Santu Mallik
164	MOHAN MAITY	B.voc in Automobilde	Mohan Maity
165	SUVANKAR MAITY	B.voc in Automobilde	Suvankar Maity
166	ACHINTA DHARA	B.voc in Automobilde	Achinta Dhara
167	PAPAI JANA	B.voc in Automobilde	Papai Jana
168	CHIRANJIB PRAMANIK	B.voc in Automobilde	Chiranjib Pramanik
169	NARUGOPAL DOLAI	B.voc in Automobilde	Narugopal Dolai
170	ANUPAMA KHATUA	B.voc in Automobilde	Anupama Khatua

APPRENTICESHIP PROTSHAHAN YOJANA

Place:DDU- Kaushal Kendra,Mahishadal Raj College **Date:12.08.2021**

Sl. No.	Student's Name	Department	Signature of the Student's
1	PAPITA ROY	B.voc in Health care	Papita Roy
2	SUPARNA SAMANTA	B.voc in Health care	Suparna Samanta
3	DIPANNITA MAITY	B.voc in Health care	Dipanita Maity
4	ALPANA MAITY	B.voc in Health care	Alpana Maity
5	SUMITRA SANGRAM	B.voc in Health care	Sumitra Sangram
6	ANANYA KUILYA	B.voc in Health care	Ananya Kuilya
7	CHANDANA DAS	B.voc in Health care	Chandana Das
8	SUPRIA PRAMANIK	B.voc in Health care	Supria Pramanik
9	UMA DAS	B.voc in Health care	Uma Das
10	APARNA MAITY	B.voc in Health care	Aparna Maity
11	PRIYA BERA	B.voc in Health care	Priya Bera
12	TITHI RANI KHANRA	B.voc in Health care	Tithi Rani Khanra
13	PARAMITA MISHRA	B.voc in Health care	Paramita Mishra
14	AYANTIKA PICHHLI	B.voc in Health care	Ayantika Pichhli
15	MADHURI BERA	B.voc in Health care	Madhuri Bera
16	SUNITA PAL	B.voc in Health care	Sunita Pal
17	SHRABANI PATRA	B.voc in Health care	Shrabani Patra
18	MALLIKA BAG	B.voc in Health care	Mallika Bag
19	PUJA RANI MAITY	B.voc in Health care	Puja Rani Maity
20	SUPRIYA MAITY	B.voc in Health care	Supriya Maity
21	PAYEL MANNA	B.voc in Health care	Payel Manna
22	PUJA BERA	B.voc in Health care	Puja Bera
23	RUMI SANTRA	B.voc in Health care	Puja Bera
24	TANIYA CHAKRABORTTY	B.voc in Health care	Taniya Chakraborty
25	PRITIKANA MAITY	B.voc in Health care	Pritikana Maity
26	SUTAPA SASMAL	B.voc in Health care	Sutapa Sasmal
27	MUMTAZ KHATUN	B.voc in Health care	Khatun
28	SUMITRA MAITY	B.voc in Health care	[illegible]
29	RITUSWARNA DAS	B.voc in Health care	Mallika Das
30	MALLIKA DAS	B.voc in Health care	Mallika Das
31	RUKAIYA BEGAM	B.voc in Health care	Rukaiya Begam
32	SANTANA KAMILA	B.voc in Health care	Kamila
33	TUMPA ACHARYA	B.voc in Health care	Tumpa Acharya
34	HABIBA KHATUN	B.voc in Health care	Habiba Khatun
35	MADHUMITA PANDIT	B.voc in Health care	[illegible]
36	SOMA PRAMANIK	B.voc in Health care	Soma Pramanik
37	MANISHA SINGHA	B.voc in Health care	Manisha
38	DEBASHREE ACHARYA	B.voc in Health care	[illegible]
39	PAYEL PATRA	B.voc in Health care	Payel Patra
40	SUMANA MAITI	B.voc in Health care	Sumana Maity

41	MANDIRA CHAKRABORTY	B.voc in Health care	Mandira Chakraborty
42	PIYALI PATRA	B.voc in Health care	Piyali patra
43	SOMNATH MAITY	B.voc in Health care	Somnath maity
44	ATASI PAL	B.voc in Health care	Atasi pal
45	SHRABANI BHUIN	B.voc in Health care	Shrabani Bhuin
46	SUSMITA PATTANAYEK	B.voc in Health care	Susmita Pattanayek
47	SUSHREETA MUDLI	B.voc in Health care	Sushreeta Mudli
48	SUSMITA DHARA	B.voc in Health care	Susmita Dhara
49	ASTAMI MONDAL	B.voc in Health care	Astami Mondal
50	PRATIMA DHARA	B.voc in Health care	Pratima Dhara
51	TITHI RANI KHANRA	B.voc in Health care	Tithi Rani Khanra
52	AFRIN SULTANA	B.voc in Health care	Afrin Sultana
53	SOMASREE PAUL	B.voc in Health care	Somasree Paul
54	SUSMITA BERA	B.voc in Health care	Susmita Bera
55	SANCHAYITA GAYEN	B.voc in Health care	Sanchayita Gayen
56	MONISHA KHATUN	B.voc in Health care	Monisha Khatun
57	LUSHI MANDAL	B.voc in Health care	Lushi Mondal
58	MADHUMITA PRADHAN	B.voc in Health care	Madhumita Pradhan
59	RUMPA KHATUN	B.voc in Health care	Rumpa Khatun
60	NAYNA PATRA	B.voc in Health care	Nayna Patra
61	KOYEL DAS ADHIKARI	B.voc in Health care	Koyel Dasadhikari
62	CHANDRANI HAZRA	B.voc in Health care	Chandrani Hazra
63	SUSHAMA PANDIT	B.voc in Health care	Sushama Pandit
64	PRIYANKA HAZRA	B.voc in Health care	Priyanka Hazra
65	RINKU MANNA	B.voc in Health care	Rinku Manna
66	NABANITA PAL	B.voc in Health care	Nabanita Pal
67	MADHUMITA MAITI	B.voc in Health care	Madhumita Maiti
68	BISHAL DAS	B.voc in Automobile	Bishal Das
69	SAHIL ALAM MOLLICK	B.voc in Automobile	Sahil Alam Mollick
70	BIDHAN BISWAS	B.voc in Automobile	Bidhan Biswas
71	PALL BHOWMIK	B.voc in Automobile	Pall Bhowmik
72	TRIDEV HAZRA	B.voc in Automobile	Tridev Hazra
73	SUMANTA MONDAL	B.voc in Automobile	Sumanta Mondal
74	MONISANKAR ADHIKARY	B.voc in Automobile	Monisankar Adhikary
75	RAJKUMAR MAITY	B.voc in Automobile	Rajkumar Maity
76	BABLU SHARMA	B.voc in Automobile	Bablu Sharma
77	BISWAJIT BHOWMIK	B.voc in Automobile	Biswajit Bhowmik
78	PRASANTA BARMAN	B.voc in Automobile	Prasanta Barman
79	ALAKESH ISHORE	B.voc in Automobile	Alakesh Ishore
80	KOUSHIK JANA	B.voc in Automobile	Koushik Jana
81	DIPANKAR DOLUI	B.voc in Automobile	Dipankar Dolui
82	SHYAMSUNDAR MAITY	B.voc in Automobile	Babusona Pal
83	BABUSONA PAL	B.voc in Automobile	Babusona Pal
84	SUMAN GHORAI	B.voc in Automobile	Suman Ghorai
85	SUVENDU MAITY	B.voc in Automobile	Suvendu Maity
86	SAMARESH MAITY	B.voc in Automobile	Samaresh Maity
87	BAPAN MAITY	B.voc in Automobile	Bapan Maity

88	RAKESH ROY	B.voc in Automobile	Rakesh Roy
89	SAYAN JANA	B.voc in Automobile	Sayan Jana
90	BARUN KUMAR SATTAKI	B.voc in Automobile	Barun Kumar Sattaki
91	KOUSIK DAS	B.voc in Automobile	Kousik Das
92	SOURAV DAS	B.voc in Automobile	Sourav Das
93	TUSHAR BARMAN	B.voc in Automobile	Tushar Barman
94	SAMARESH MALIK	B.voc in Automobile	Samaresh Malik
95	NAYAN GHORAI	B.voc in Automobile	Nayan Ghorai
96	RAKESH JANA	B.voc in Automobile	Rakesh Jana
97	SANTANU BERA	B.voc in Automobile	Santanu Bera
98	SAIKAT KUMAR PAUL	B.voc in Automobile	Saikat Kr. Paul
99	ABHAY KUMAR ROY	B.voc in Automobile	Abhay Kr. Roy
100	CHANDAN JANA	B.voc in Automobile	Chandan Jana

List of Attendance

We are pleased to declare that a Placement drive and Career Counselling programme has been arranged for the students of B.Voc. Hospitality Management, Mahishadal Raj College on 13th December, 2022.

The following students of B.Voc. Hospitality Management has successfully participated in the above workshop:

SL NO	STUDENT ENROLLMENT ID	NAME OF CANDIDATE
1	HM/2022/01	SOUMEN MAITY
2	HM/2022/02	CHAYAN KUMAR PRADHAN
3	HM/2022/03	ENAKSHI ROY
4	HM/2022/04	TISTA PRAMANIK
5	HM/2022/05	AMRIT MAITY
6	HM/2022/06	SAMIRAN GHARA
7	HM/2022/07	TANMOY MISHRA
8	HM/2022/08	KOYEL PRAMANIK
9	HM/2022/09	GITA DAS
10	HM/2022/10	UTPAL DAS
11	HM/2022/11	RIKTA MAJI
12	HM/2022/12	KRISHNAENDU DAS
13	HM/2022/13	RUPAM DAS
14	HM/2022/14	SUBHADIP SHIT
15	HM/2022/15	PRIYANKA HAZRA
16	HM/2022/16	PRITI DAS
17	HM/2022/17	MASHARUL SK
18	HM/2022/18	SUBHAJIT DAS
19	HM/2022/19	PATHA PRATIM SHOW
20	HM/2022/20	SHILPA DAS
21	HM/2022/21	ANKAN DAS
22	HM/2022/22	PIU MAITY

STUDENT PARTICIPATION LIST
Health Awareness Camp

Date:26.11.2022

Place: DDU-Kaushal Kendra ,Mahishadal Raj College

Sl. No.	Student's Name	Department	Signature of the Student
1	KABERI JANA	B.VOC IN HEALTH CARE	Kaberi Jana
2	ARPITA ROY	B.VOC IN HEALTH CARE	Arpita Roy
3	SURAJIT GANTAIT	B.VOC IN HEALTH CARE	Surajit Gantait
4	MOULI MAJI	B.VOC IN HEALTH CARE	Mouli Maji
5	SIKHA PARUA	B.VOC IN HEALTH CARE	Sikha Parua
6	TUMPA MAJI	B.VOC IN HEALTH CARE	Tumpa Maji
7	RAJIB PAIN	B.VOC IN HEALTH CARE	Rajib Pain
8	SANJUKTA BERA	B.VOC IN HEALTH CARE	Sanjukta Bera
9	KOUSHIK MUKHERJEE	B.VOC IN HEALTH CARE	Koushik Mukherjee
10	SANGITA NAYEK	B.VOC IN HEALTH CARE	Sitin abida
11	SHIN ABIDA	B.VOC IN HEALTH CARE	Shin Abida
12	PAMPA BHUNIA	B.VOC IN HEALTH CARE	Pampa Bhunia
13	KAKOLI PARIA	B.VOC IN HEALTH CARE	Kakoli Paria
14	Sumita Shee	B.VOC IN HEALTH CARE	Sumita Shee
15	Nibedita jana	B.VOC IN HEALTH CARE	Nibedita Jana
16	Sumita Jana	B.VOC IN HEALTH CARE	Sumita Jana
17	Sumit Dey	B.VOC IN HEALTH CARE	Sumit dey
18	Munmun Mondal	B.VOC IN HEALTH CARE	Munmun Mondal
19	Ankita Samanta	B.VOC IN HEALTH CARE	Ankita Samanta
20	Sandipa Panda	B.VOC IN HEALTH CARE	Sandipa Panda
21	Swatilekha Das	B.VOC IN HEALTH CARE	Swatilekha Das
22	Sulekha Hansda	B.VOC IN HEALTH CARE	Sulekha Hansda
23	Nargis Banu	B.VOC IN HEALTH CARE	Puja Pal
24	Puja Pal	B.VOC IN HEALTH CARE	Puja Pal
25	Sushmita Ghosh	B.VOC IN HEALTH CARE	Sushmita Ghosh
26	Munmun Pradhan	B.VOC IN HEALTH CARE	Munmun pradhan
27	Krishna Mukherjee	B.VOC IN HEALTH CARE	Krishna Mukherjee
28	Sathi Pal	B.VOC IN HEALTH CARE	Sathi Pal
29	Krishna Mondal	B.VOC IN HEALTH CARE	Krishna Mondal
30	Indrani Bar	B.VOC IN HEALTH CARE	Indrani Bar
31	Rumpi Mondal	B.VOC IN HEALTH CARE	Rumpi Mondal
32	Abhijit Saha	B.VOC IN HEALTH CARE	Abhijit Saha
33	Souvik Manumdar	B.VOC IN HEALTH CARE	Souvik Manumdar
34	Malika Giri	B.VOC IN HEALTH CARE	Malika Giri
35	Sukumar Pan	B.VOC IN HEALTH CARE	Sukumar Pan
36	Rousanara Khatun	B.VOC IN HEALTH CARE	Rousanara khatun
37	Debdoot Bandyopadhyay	B.VOC IN HEALTH CARE	Debdoot Bandyopadhyay
38	Barnali Santra	B.VOC IN HEALTH CARE	Barnali Santra
39	Mainak Dutta	B.VOC IN HEALTH CARE	Mainak Dutta
40	Rabiram Barui	B.VOC IN HEALTH CARE	Rabiram Barui
41	Somashree Routh	B.VOC IN HEALTH CARE	Soma Shree Routh
42	Erakshy Roy	B.VOC IN HEALTH CARE	Erakshy Roy

43	Arunita Mondal	B.VOC IN HEALTH CARE	Arunita Mondal
44	Puja Rani Gayen	B.VOC IN HEALTH CARE	Puja Rani Gayen
45	Suchana Mandal	B.VOC IN HEALTH CARE	Suchana Mandal
46	Trisha Samanta	B.VOC IN HEALTH CARE	Trisha Samanta
47	Banani Chakrabarti	B.VOC IN HEALTH CARE	Banani Chakrabarty
48	Sudeshna Routh	B.VOC IN HEALTH CARE	Sudeshna Routh
49	Susmita Dhara	B.VOC IN HEALTH CARE	Susmita Dhara
50	Rama Santra	B.VOC IN HEALTH CARE	Rama Santra
51	Moumita Sahoo	B.VOC IN HEALTH CARE	Moumita Sahoo
52	Anamya Roy	B.VOC IN HEALTH CARE	Anamya Roy
53	Sudip Pramanik	B.VOC IN HEALTH CARE	Sudip Pramanik
54	Prasun Pal	B.VOC IN HEALTH CARE	Prasun Pal
55	Moumita Sahoo	B.VOC IN HEALTH CARE	Moumita Sahoo
56	Moumita Bera	B.VOC IN HEALTH CARE	Moumita Bera
57	Anjali Guchhait	B.VOC IN HEALTH CARE	Anjali Guchhait
58	Shreyasree Maity	B.VOC IN HEALTH CARE	Shreyasree Maity
59	Sougata Chakraborty	B.VOC IN HEALTH CARE	Sougata chakraborty
60	Tripti Maity	B.VOC IN HEALTH CARE	Tripti Maity
61	Somashree Maiti	B.VOC IN HEALTH CARE	Somashree Maiti
62	Pramita Paul	B.VOC IN HEALTH CARE	Pramita Paul
63	Anushree Mondal	B.VOC IN HEALTH CARE	Anushree mondal
64	Bipasha Pramanik	B.VOC IN HEALTH CARE	Bipasha pramanik
65	Riya Maji	B.VOC IN HEALTH CARE	Riya Maji
66	Madhabilata Mukherjee	B.VOC IN HEALTH CARE	Madhabilata Mukherjee
67	Soma Das	B.VOC IN HEALTH CARE	Soma Das
68	Sushovan Mondal	B.VOC IN HEALTH CARE	Sushovan Mondal
69	Gobinda Mondal	B.VOC IN HEALTH CARE	Gobinda mondal
70	Sanghamitra Maity	B.VOC IN HEALTH CARE	Sanghamitra Maity
71	Sultana Khatun	B.VOC IN HEALTH CARE	Sultana khatun
72	Dipanwita Bera	B.VOC IN HEALTH CARE	Dipanwita Bera
73	Suchismita Shit	B.VOC IN HEALTH CARE	Suchismita Shit
74	Amrita Bhunia	B.VOC IN HEALTH CARE	Amrita Bhunia
75	Supriya Das	B.VOC IN HEALTH CARE	Supriya Adak
76	Shrabani Adak	B.VOC IN HEALTH CARE	Shrabani Adak
77	Indrani Nayek	B.VOC IN HEALTH CARE	Indrani Nayek
78	Ankita Das	B.VOC IN HEALTH CARE	Ankita Das
79	Alpana Jana	B.VOC IN HEALTH CARE	Alpana Jana
80	Husneara Khatun	B.VOC IN HEALTH CARE	Husnara Khatun
81	Poulomi Patra	B.VOC IN HEALTH CARE	Poulomi Patra
82	Tanima Samanta	B.VOC IN HEALTH CARE	Tanima Samanta
83	Gobinda Prasad Das	B.VOC IN HEALTH CARE	Gobinda Prasad Das
84	Bandana Dinda	B.VOC IN HEALTH CARE	Bandana Dinda
85	Payel Nandi	B.VOC IN HEALTH CARE	Payel Nandi
86	Supriti Achar	B.VOC IN HEALTH CARE	Supriti Achar
87	Sagar Biswas	B.VOC IN HEALTH CARE	Sagar Biswas
88	Sanjana Bhakta	B.VOC IN HEALTH CARE	Sanjana Bhakta
89	Tusi Maity	B.VOC IN HEALTH CARE	Tusi Maity
90	Ankita Bari	B.VOC IN HEALTH CARE	Ankita Bari
91	Arpita Mondal	B.VOC IN HEALTH CARE	Arpita Mondal
92	Monika Patra	B.VOC IN HEALTH CARE	Monika Patra

93	Bhabani Manna	B.VOC IN HEALTH CARE	Bhabani Manna
94	Madhumita Chitrakar	B.VOC IN HEALTH CARE	Madhumita Chitrakar
95	Anamika Das	B.VOC IN HEALTH CARE	Anamika Das
96	ROJINA PARVIN	B.VOC IN HEALTH CARE	Rojina Parvin
97	PRERANA PRADHAN	B.VOC IN HEALTH CARE	Prerana Pradhan
98	Pramila Maity	B.VOC IN HEALTH CARE	Pramila MAITY
99	Lipika Pramanik	B.VOC IN HEALTH CARE	Lipika Pramanik
100	Sarbani Daw	B.VOC IN HEALTH CARE	Sarbani Daw
101	Subhajit Singha	B.VOC IN HEALTH CARE	Subhajit Singha
102	Mallika Bhaumik	B.VOC IN HEALTH CARE	Mallika Bhaumik
103	Sampa Rana	B.VOC IN HEALTH CARE	Sampa Rana
104	Nabanita Jana	B.VOC IN HEALTH CARE	Nabanita Jana
105	Smriti Mishra	B.VOC IN HEALTH CARE	Smriti Mishra

AMRI HOSPITALS

get well sooner

FINAL SCORE CARD OF DIPLOMA IN HEALTH CARE COURSE STUDENTS OF MRCD 2017

ROLL NO	NAME OF STUDENTS	TOTAL MARKS (300)	% of Marks	RANK
1	SIKHA MONDAL	217	72.3%	13th
2	CHUMKI DAS	231	77%	9th
3	LIPIKA MONDAL	250	83.3%	2nd
4	DEB RANJAN BERA	221	73.6%	12th
5	MANAB MONDAL	196	65.3%	17th
6	SHILPASRI CHAKRABORTY	237	79%	7th
7	SADANANDA CHAKRABORTY	234	78%	8th
8	SUMANA GHORAI	251	83.6%	1st
9	CHANDANA GIRI (PRADHAN)	243	81%	5th
10	SUSMITA MAITY	247	82.3%	3rd
11	PARIKSHIT MANNA	238	79.33%	6th
12	TAPASHI MONDAL	244	81.3%	4th
13	NRIPANKA BERA	210	70%	14th
14	SUPRAVAT GHORAI	206	68.6%	16th
15	ANANYA MAITY	209	69.6%	15th
16	RAMESH BHUNIA	234	78%	8th
17	SUBHA MAITY	228	76%	10th
18	SUNANDA SANTRA	227	75.6%	11th
19	NABANITA BETAL	237	79%	7th

22/12/17

Dr.Pinaki Datta

Registrar- Dept of Academic & Research

ACADEMIC REGISTRAR
DEPT OF ACADEMIC & HEALTH RESEARCH
AMRI HOSPITALS, KOLKATA

AMRI HOSPITALS

MAHISHADAL RAJ COLLEGE

DIPLOMA IN HEALTH CARE STUDENT LIST 2016 (AMRI)

Candidates received 2 sets of Uniform

SL NO.	STUDENT'S NAME	ROLL NO	Received two sets of Uniform	ID Card received
1	Beauti Giri	23	Beauti Giri	B. Giri
2	Mita Jana	44	Mita Jana	M. Jana
3	Puja Adhikary	47	Puja Adhikary.	P. Adhikary
4	Barnali Saska	52	Barnali Saska	B. Saska
5	Dipali Maji	12	Dipali Maji	D. Maji
6	Paramita Maity	38	Paramita Maity	P. Maity
7	Trishna Maity	36	Trishna Maity	T. Maity
8	Sibani Das	46	Sibani Das	S. Das
9	Debasri Das	41	Debasri Das	D. Das
10	Bibhas Das	15		[illegible]

The following candidates of the "Health Care Course" have been provisionally selected by the AMRI authority for training and apprentice for the period of six months, subject to further extension of six months only for those candidates, whom the AMRI authority will find suitable and eligible for further continuation.

SL No	Roll No	Name of the Candidate	Gender	Category	Date of Birth	Contact No
1	2	Sampa Pattanayak	Female	General	16.04.97	9735265338
2	3	Subhadeep Mondal	Male	General	13.08.96	9635545724
3	4	Jahanara Khatun	Female	OBC	10.07.97	7074950751
4	8	Sanhita Bera	Female	General	15.02.94	8906639064
5	9	Bhanumati Samanta	Female	General	07.01.81	9609052471
6	10	Annapurna Dolai (Betal)	Female	S.C	28.02.90	8902062552
7	11	Rumpa Dolai	Female	S.C	06.09.94	9734404097
8	14	Arpita Mondal	Female	OBC	22.09.95	7797149734
9	15	Soma Metya	Female	General	06.02.92	7607813796
10	17	Srikrishna Pradhan	Male	General	05.11.96	8768626962
11	18	Soma Jana (Ghorai)	Female	General	11.05.96	9735651887
12	19	Moumita Maity	Female	General	20.12.92	9564020341
13	27	Pinki Bera	Female	General	12.08.92	9851152420
14	32	Sobhana Sahoo	Female	General	30.10.84	9832466607
15	34	Soma Maji (Chowdhury)	Female	General	22.09.84	9475385501
16	12	Rituparna Samanta	Female	General	08.03.95	9679067225
17	38	Rina Mondal	Female	General	12.11.92	9126373254
18	40	Barun Kumar Mishra	Male	General	05.07.89	9547315412
19	42	Dipu Bhowmik (Maity)	Female	General	13.05.95	9547421001
20	43	Tina Maity	Female	General	1988	9734103963
21	46	Soma Maity	Female	General	03.09.94	8145320891
22	50	Shilpa Sinha	Female	General	14.05.90	9002386435

Waiting list

1	20	Sampa Maji	Female	General	21.10.94	8768127651
2	23	Sudipta Goswami	Male	General	09.02.92	8967575301

LIST OF BVOC STUDENTS FOR AMRI HOSPITAL DHAKURIA, KOLKATA FOR SESSION 2022-23

SL NO	ROLL	NAME	CONTACT NUMBER	SIGNATURE
1	41	MANDIRA CHAKRABORTY	8436058713	Mandira Chakraborty
2	14	AYANTIKA PICHHLI	9647379238	Ayantika Pichhli
3	44	ATASI PAUL	6294825612	Atasi Paul
4	20	SUPRIYA MAITY	8250484783	Supriya Maity
5	11	PRIYA BERA	8170897210	Priya Bera
6	10	APARNA MAITY	9933317961	Aparna Maity
7	25	PRITIKANA MAITY	9002125050	Pritikana Maiti
8	01	PAPITA ROY	9083555977	Papita Roy
9	23	RUMI SANTRA	6296783049	Rumi Santra
10	05	SUMITRA SANGRAM	8436545635	Sumitra Sangram
11	19	PUJA RANI MAITY	8145202384	Puja Rani Maity
12	06	ANANYA KUILYA	8145026885	Ananya Kuilya
13	64	PRIYANKA HAZRA	8207282953	Priyanka Hazra
14	02	SUPARNA SAMANTA	8942008534	Suparna Samanta
15	36	SOMA PRAMANIK	9083035740	Soma Pramanik
16	30	MALLIKA BAG	8207299193	Mallika Bag
17	37	MANISHA SINGHA	8927869467	Manisha Singha
18	47	SUSHREETA MUDULI	8167035367	Left
19	27	PIYALI BETAL	7319053091	Piyali Betal

9 MONTHS BVOC COURSE STUDENT LIST TENURE JAN 18 TO SEPT 18 (EXTN TILL OCT 18)

Sl	Name	Mobil No	SIGNATURE
1	Moumita Sahoo	9134758242	Moumita Sahoo
2	Shyama Giri	9800464625	Shyama Giri
3	Piyali Das	8972776179	Piyali Das
4	Bijoylakshmi Samanta	9614020880	Bijoylakshmi Samanta
5	Shashadhr Maity	8944911914	Shashadhar Maity
6	Lipika Maity	8670574648	Lipika Maity
7	Rajasri Bera	9749121737	Rajasri Bera
8	Suchismita Manna	9735250949	Suchismita Manna
9	Bapi Ghosh	9563974588	Bapi Ghosh
10	Saswati Patra	9593056709	Saswati Patra
11	Silpa Mondal	7478456347	Silpa Mondal
12	Soma Das	9932204774	Soma Das
13	Mahasweta Maity	8944911914	Mahasweta Maity
14	Sumita Parua (Bal)	9474500643	Sumita Parua (Bal)
15	Chabbi Guria (Patra)	7384157503	Chhabi Guria patra
16	Dipu Bhowmik	9002681853	Dipu Bhowmik
17	Jauanti Mishra	9614736569	Jayanti Mishra
18	Rajasri Maji	9681252245	
19	Krishnendu Panda	8017151368	Krishnendu Panda
20	Soumyadip Pahari	9735725976	Soumyadip Pahari
21	Vivekananda Das	9083428569	Vivekananda Das
22	Rabishankar Das	9800071566	Rabishankar Das

AMRI HOSPITALS

CERTIFICATE

*This is to certify that **Ms. Sompa Adak**, a student of **Bachelor in Vocational (BVOC) degree** course of **DDU Kaushal Kendra of Mahishadal Raj College (Community College Division)** has successfully completed 9 (nine) months training course in AMRI Hospital, Dhakuria, Kolkata unit on 1st May, 2022.*

She passed the Final Viva Exam held on 22.04.2022 at AMRI Hospital, Dhakuria, Kolkata securing 64.7% marks.

Ms. Kakali Mukherjee
Vice President & Unit Head
AMRI Hospital Ltd. (Dhakuria), Kolkata

Dr. S. K. Todi
HOD, Dept. of Academics & Research
AMRI Hospital Ltd. (Dhakuria), Kolkata

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. ANIMA SAMANTA
MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant Nurse in the department of RADIOLOGY

Dear, Ms. **ANIMA SAMANTA**,

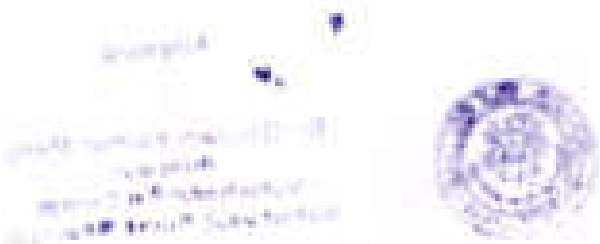
This is with reference to your application and subsequent interview, we hereby appoint you as **Assistant Nurse** in the Department of **RADIOLOGY** with effect from **03-Dec-2019** on the following term and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period , as result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **RADIOLOGY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment, with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will behave yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlements will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

03.12.19

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur



AMRI HOSPITALS
DHAKURIA

Mr. /Ms. TAPASI PAL
SUTAHATA, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant Nurse in the department of RADIOLOGY

Dear, Ms. **TAPASI PAL**,

This is with reference to your application and subsequent interview, we hereby appoint you as **Assistant Nurse** in the Department of **RADIOLOGY** with effect from **03-Dec-2019** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period . in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **RADIOLOGY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management/ company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. ANANYA MAITY
HALDIA, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant Nurse in the department of TRAUMA MANAGEMENT

Dear Ms. **ANANYA MAITY**,

This is with reference to your application and subsequent interview, we hereby appoint you as **Assistant Nurse** in the Department of **TRAUMA MANAGEMENT** with effect from **03-Dec-2019** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period . in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given In the enclosed Annexure.
4. Your place of posting at present will be in the Department of **TRAUMA MANAGEMENT, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought In force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management / company or not In the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature or our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
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AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. ONDRILA BHOWMIK
HALDIA, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant Nurse in the department of TRAUMA MANAGEMENT

Dear, Ms. **ONDRILA BHOWMIK.**

This is with reference to your application and subsequent interview, we hereby appoint you as **Assistant Nurse** in the Department of **TRAUMA MANAGEMENT** with effect from **03-Dec-2019** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
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5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

AMRI HOSPITAL

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr./Ms. PRAGATI BERA
SUTAHATA, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant Nurse in the department of TRAUMA MANAGEMENT

Dear Ms. **PRAGATI BERA,**

This is with reference to your application and subsequent interview, we hereby appoint you as **Assistant Nurse** in the Department of **TRAUMA MANAGEMENT** with effect from **03-Dec-2019** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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4. Your place of posting at present will be in the Department of **TRAUMA MANAGEMENT, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature or our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr./Ms. DEBASMITA DAS
NANDAKUMAR, PURBA MEDINIPUR,
WEST BENGAL.

Subject: Appointment letter for the position of Assistant Nurse in the department of ENT & HEAD NECK SURGERY

Dear Ms. **DEBASMITA DAS**,

This is with reference to your application and subsequent interview, we hereby appoint you as **Assistant Nurse** in the Department of **ENT & HEAD NECK SURGERY** with effect from **03-Dec-2019** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your confirmation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period . In result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **ENT & HEAD NECK SURGERY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
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AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. ANKITA MAITY
BASULIA, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant Nurse in the department of ENT & HEAD NECK SURGERY

Dear, Ms. **ANKITA MAITY**,

This is with reference to your application and subsequent interview, we hereby appoint you as **Assistant Nurse** in the Department of **ENT & HEAD NECK SURGERY** with effect from **03-Dec-2019** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr./Ms. ARPITA SANTRA
AMRITBERIA, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant Nurse in the department of ENT & HEAD NECK SURGERY

Dear, Ms. **ARPITA SANTRA**,

This is with reference to your application and subsequent interview, we hereby appoint you as **Assistant Nurse** in the Department of **ENT & HEAD NECK SURGERY** with effect from **03-Dec-2019** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. MARYI ROY
CHANDIPUR, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant Nurse in the department of ENT & HEAD NECK SURGERY

Dear, Ms. **MARYI ROY,**

This is with reference to your application and subsequent interview, we hereby appoint you as **Assistant Nurse** in the Department of **ENT & HEAD NECK SURGERY** with effect from **03-Dec-2019** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
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3. You will be paid monthly salary as per details given in the enclosed Annexure.
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AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. MADHUMITA BHATTACHARYYA
NATSHAL, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant Nurse in the department of DENTISTRY & MAXILLO FACIAL SURGERY

Dear, Ms. MADHUMITA BHATTACHARYYA,

This is with reference to your application and subsequent interview, we hereby appoint you as **Assistant Nurse** in the Department of **DENTISTRY & MAXILLO FACIAL SURGERY** with effect from **03-Dec-2019** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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4. Your place of posting at present will be in the Department of **DENTISTRY & MAXILLO FACIAL SURGERY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
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AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. ANANDAMAYEE GIRI
NAYSHAL, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant Nurse in the department of DENTISTRY & MAXILLO FACIAL SURGERY

Dear, Ms. **ANANDAMAYEE GIRI,**

This is with reference to your application and subsequent interview, we hereby appoint you as **Assistant Nurse** in the Department of **DENTISTRY & MAXILLO FACIAL SURGERY** with effect from **03-Dec-2019** on the following terms and conditions.

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **DENTISTRY & MAXILLO FACIAL SURGERY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA.**
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05.12.19

AMRI HOSPITAL

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. BARNALI GHOSH
NATSHAL, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant Nurse in the department of DENTISTRY & MAXILLO FACIAL SURGERY

Dear, Ms. **BARNALI GHOSH.**

This is with reference to your application and subsequent interview, we hereby appoint you as **Assistant Nurse** in the Department of **DENTISTRY & MAXILLO FACIAL SURGERY** with effect from **03-Dec-2019** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **DENTISTRY & MAXILLO FACIAL SURGERY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA.**
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AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. SANGITA PARAI
GOPALPUR, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant Nurse in the department of DENTISTRY & MAXILLO FACIAL SURGERY

Dear, Ms. **SANGITA PARAI,**

This is with reference to your application and subsequent interview, we hereby appoint you as **Assistant Nurse** in the Department of **DENTISTRY & MAXILLO FACIAL SURGERY** with effect from **03-Dec-2019** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. KALYANI MANNA
GEOKHALI, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant Nurse in the department of EMERGENCY CRITICAL CARE

Dear, Ms. **KALYANI MANNA,**

This is with reference to your application and subsequent interview, we hereby appoint you as **Assistant Nurse** in the Department of **EMERGENCY CRITICAL CARE** with effect from **03-Dec-2019** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. ANITA SAMANTA
HALDIA, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant Nurse in the department of EMERGENCY CRITICAL CARE

Dear, Ms. ANITA SAMANTA,

This is with reference to your application and subsequent interview, we hereby appoint you as **Assistant Nurse** in the Department of **EMERGENCY CRITICAL CARE** with effect from **03-Dec-2019** on the following terms and conditions:

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9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will behave yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. ARUNA MANNA
RAMCHANDRAPUR, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant Nurse in the department of EMERGENCY CRITICAL CARE

Dear, Ms. **ARUNA MANNA,**

This is with reference to your application and subsequent interview, we hereby appoint you as **Assistant Nurse** in the Department of **EMERGENCY CRITICAL CARE** with effect from **03-Dec-2019** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period . in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing .
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **EMERGENCY CRITICAL CARE, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature or our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. BULTI PAL
TAMLUK, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant Nurse in the department of EMERGENCY CRITICAL CARE

Dear Ms. **BULTI PAL**,

This is with reference to your application and subsequent interviews, we hereby appoint you as **Assistant Nurse** in the Department of **EMERGENCY CRITICAL CARE** with effect from **03-Dec-2019** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period as result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **EMERGENCY CRITICAL CARE, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 25/11/2019

Mr. /Ms. SUBHAMOY PAL
MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL.

SUBJECT: APPOINTMENT LETTER FOR THE POSITION OF COORDINATOR IN THE DEPARTMENT OF NEUROLOGY

Dear, Mr. SUBHAMOY PAL

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as COORDINATOR in the department of **NEUROLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

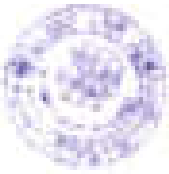
The position we are offering you is that of Service Technician at a monthly salary of 10,000/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on or please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur



RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6020D1ZJ

DATE: 25/11/2019

Mr. /Ms. APARNA RANA
KESHARPUR, PURBA MEDINIPUR,
WEST BENGAL.

SUBJECT: APPOINTMENT LETTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF NEUROLOGY

Dear, Ms. APARNA RANA

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as **ASSISTANT NURSE** in the department of **NEUROLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10,000/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

576,Anandapur, EM Bypass, Kolkata-7000 107,Phone: 033-6601 1800/9687 1800
Hospital Admission : 9831179175, Tele Booking: 033-6601 1800, E-mail: Ruby@rubyhospital.com Website: www.rubyhospital.com

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 25/11/2019

Mr. /Ms. PARTHA SANKAR JANA
TAMLUK, PURBA MEDINIPUR,
WEST BENGAL.

SUBJECT: APPOINTMENT LETTER FOR THE POSITION OF COORDINATOR IN THE DEPARTMENT OF NEUROLOGY

Dear, Mr. PARTHA SANKAR JANA

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as **COORDINATOR** in the department of **NEUROLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10,000/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

25/11/2019

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 25/11/2019

Mr. /Ms. SUJATA ADHIKARY
MECHEDA, PURBA MEDINIPUR,
WEST BENGAL.

SUBJECT: APPOINTMENT LETTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF DERMATOLOGY

Dear, Ms. SUJATA ADHIKARY

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as **ASSISTANT NURSE** in the department of **DERMATOLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA**. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10,000/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Ruby General Hospital

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6828D1ZJ

DATE: 25/11/2019

Mr. /Ms. MALINA DHARA
MECHEDA, PURBA MEDINIPUR,
WEST BENGAL.

SUBJECT: APPOINTMENT LETTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF GENERAL SURGERY

Dear, Ms. MALINA DHARA

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as **ASSISTANT NURSE** in the department of **GENERAL SURGERY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10,000/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

R. Mitra 25/11/2019

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1Z3

DATE: 25/11/2019

Mr. /Ms. SOUVIK PONDA
RAMNAGAR, PURBA MEDINIPUR,
WEST BENGAL.

SUBJECT: APPOINTMENT LETTER FOR THE POSITION OF COORDINATOR IN THE DEPARTMENT OF NEUROLOGY

Dear, Ms. SOUVIK PONDA

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as **COORDINATOR** in the department of **NEUROLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10,000/-.

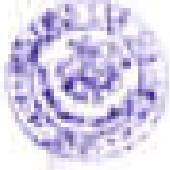
- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Ruby General Hospital

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur



RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispeciality Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 25/11/2019

Mr. /Ms. RUNA GUMTYA
HALDIA, PURBA MEDINIPUR,
WEST BENGAL.

SUBJECT: APPOINTMENT LETTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF GENERAL SURGERY

Dear, Ms. RUNA GUMTYA

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as **ASSISTANT NURSE** in the department of **GENERAL SURGERY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10,000/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispeciality Hospital

CIN: U85110WB1991PLC081325, GSTIN 19AABCR6028D1ZJ

DATE: 25/11/2019

Mr. /Ms. RINA MANNA
SUTAHATA, PURBA MEDINIPUR,
WEST BENGAL.

SUBJECT: APPOINTMENT LETTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF GENERAL SURGERY

Dear, Ms. RINA MANNA

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as **ASSISTANT NURSE** in the department of **GENERAL SURGERY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10,000/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

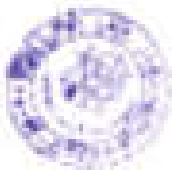
We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

25/11/2019

Sincerely,
Chief General Manager Operation

Ruby General Hospital Limited

Attested.
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur



RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLCD51325, GSTIN 19AABCR6028D1ZJ

DATE: 25/11/2019

Mr. /Ms. BARNALI SASKA
SUTAHATA, PURBA MEDINIPUR,
WEST BENGAL.

SUBJECT: APPOINTMENT LETTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF NEURO SURGERY

Dear, Ms. BARNALI SASKA

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as **ASSISTANT NURSE** in the department of **NEURO SURGERY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10,000/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispeciality Hospital

CIN: U85110WB1991PLC051225, GSTIN 19AABCR6028D1ZJ

DATE: 25/11/2019

Mr. /Ms. APARNA RAJ
NANDIGRAM, PURBA MEDINIPUR,
WEST BENGAL.

SUBJECT: APPOINTMENT LETTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF NEURO SURGERY

Dear, Ms. APARNA RAJ

With reference to your application and subsequance interview with us, we are pleased to confirm that you have been selected to work as **ASSISTANT NURSE** in the department of **NEURO SURGERY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10,000/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

25/11/2019

Sincerely,
Chief General Manager Operation

Ruby General Hospital Kolkata

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

576,Anandapur, EM Bypass, Kolkata-7000 107,Phones: 033-6601 1800/6687 1800
Hospital Admission : 9831179175, Tele Booking: 033-6601 1800, E-mail: Ruby@rubyhospital.com Website: www.rubyhospital.com

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR0028D1ZJ

DATE: 25/11/2019

Mr. /Ms. TANUSHREE MAITY
CHAITANYAPUR, PURBA MEDINIPUR,
WEST BENGAL.

SUBJECT: APPOINTMENT LETTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF NEURO SURGERY

Dear, Ms. TANUSHREE MAITY

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as **ASSISTANT NURSE** in the department of **NEURO SURGERY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA**. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10,000/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1Z3

DATE: 25/11/2019

Mr. /Ms. BANDANA DAS
CONTAI, PURBA MEDINIPUR,
WEST BENGAL.

SUBJECT: APPOINTMENT LETTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF NEUROLOGY

Dear, Ms. BANDANA DAS

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as **ASSISTANT NURSE** in the department of **NEUROLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA**. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10,000/-.

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Sincerely,
Chief General Manager Operation

Ruby General Hospital Kolkata

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6628D1ZJ

DATE: 25/11/2019

Mr. /Ms. SANCHITA MANDAL
RAMNAGAR, PURBA MEDINIPUR,
WEST BENGAL.

SUBJECT: APPOINTMENT LETTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF NEUROLOGY

Dear, Ms. SANCHITA MANDAL

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as **ASSISTANT NURSE** in the department of **NEUROLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10,000/-.

- Benefit A (Casual Leave of 12 days per annum)
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We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

576,Anandapur, EM Bypass, Kolkata-7000 107,Phones: 033-6601 1800/6687 1800
Hospital Admission : 9831179175, Tele Booking: 033-6601 1800, E-mail: Ruby@rubyhospital.com Website: www.rubyhospital.com

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. MOUMITA DHARA
C/O: RAGHUNATH DHARA, DAKHIN DHALLA, PURBA MEDINIPUR,
WEST BENGAL – 721640

Subject: Appointment letter for the position of coordinator in the department of RADIOLOGY.

Dear, Ms. **MOUMITA DHARA.**

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **RADIOLOGY** with effect from **02-Nov-2020** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed, you will be either confirm of extended on your probation period , in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing .
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **RADIOLOGY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

02-11-20

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. SUKANYA JANA
C/O: SUNIL JANA, EGRA, PURBA MEDINIPUR,
WEST BENGAL – 721452

Date: 02/11/2020

Subject: Appointment letter for the position of coordinator in the department of RADIOLOGY

Dear, Ms. SUKANYA JANA,

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **RADIOLOGY** with effect from **02-Nov-2020** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period. In result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **RADIOLOGY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature or our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

02-11-20

Sincerely,
HR Manage

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. URMI PRADHAN
C/O: TRISANKU PRADHAN, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL – 721628

Date: 02/11/2020

Subject: Appointment letter for the position of coordinator in the department of CARDIOLOGY

Dear, Ms. URMI PRADHAN,

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **CARDIOLOGY** with effect from **02-Nov-2020** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period . in spirit of your performance assessment you will continue to remain on probation till such time you are confirmed in writing .
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **CARDIOLOGY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
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Sincerely,
HR Manager

AMRI HOSPITAL

Attested
Dr. Gautam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. SAHELI MAITI
C/O: BIKASH CHANDRA MAITI, CHAKDWIPA, PURBA MEDINIPUR,
WEST BENGAL – 721645

Date: 02/11/2020

Subject: Appointment letter for the position of coordinator in the department of CARDIOLOGY

Dear, Ms. SAHELI MAITI,

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **CARDIOLOGY** with effect from **02-Nov-2020** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing .
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **CARDIOLOGY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
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02 - 11 - 20

Sincerely,
HR Manager

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. NILANJANA BHUNIA
C/O: ANUP KUMAR BHUNIA, BHABANIPUR, PURBA MEDINIPUR,
WEST BENGAL – 721654

Date: 02/11/2020

Subject: Appointment letter for the position of coordinator in the department of NEUROLOGY

Dear, Ms. NILANJANA BHUNIA,

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **NEUROLOGY** with effect from **02-Nov-2020** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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4. Your place of posting at present will be in the Department of **NEUROLOGY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
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Sincerely,
HR Manager

Attested
Dr. Gouri Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. SUDIPTA BERA
C/O: ASHIT BERA , SHYAMPUR, HOWRAH,
WEST BENGAL

Date: 02/11/2020

Subject: Appointment letter for the position of coordinator in the department of NEUROLOGY

Dear, Ms. SUDIPTA BERA,

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **NEUROLOGY** with effect from **02-Nov-2020** on the following terms and conditions

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
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4. Your place of posting at present will be in the Department of **NEUROLOGY , AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
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Sincerely,
HR Manager

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. PIYALI BETAL
C/O: KAMAL KUMAR BETAL, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL - 721628

Date: 02/11/2020

Subject: Appointment letter for the position of coordinator in the department of EMERGENCY CRITICAL CARE

Dear, Ms. PIYALI BETAL,

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **EMERGENCY CRITICAL CARE** with effect from **02-Nov-2020** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period. in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **EMERGENCY CRITICAL CARE, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
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02-11-20

Sincerely,
HR Manager

AMRI HOSPITAL

Attested
Dr. Chandan Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. SUMITA MANNA
C/O: MANAS KUMAR MANNA, SHYAM SUNDARPUR, PURBA MEDINIPUR,
WEST BENGAL - 721625

Date: 02/11/2020

Subject: Appointment letter for the position of coordinator in the department of EMERGENCY CRITICAL CARE

Dear, Ms. SUMITA MANNA,

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **EMERGENCY CRITICAL CARE** with effect from **02-Nov-2020** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
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3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **EMERGENCY CRITICAL CARE, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
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02.11.20
Sincerely,
HR Manage

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. PINKU MAITI
C/O: TAPAN MAITI, TAMLUK, PURBA MEDINIPUR,
WEST BENGAL - 721627

Date: 02/11/2020

Subject: Appointment letter for the position of coordinator in the department of EMERGENCY CRITICAL CARE

Dear, Ms. PINKU MAITI,

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **EMERGENCY CRITICAL CARE** with effect from **02-Nov-2020** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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02.11.20
Sincerely,
HR Manage

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. PRAJNA PATTANAYAK
C/O: SUJAN PATTANAYAK, NANDAKUMAR, PURBA MEDINIPUR,
WEST BENGAL

Date: 02/11/2020

Subject: Appointment letter for the position of coordinator in the department of EMERGENCY CRITICAL CARE

Dear, Ms. PRAJNA PATTANAYAK,

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **EMERGENCY CRITICAL CARE** with effect from **02-Nov-2020** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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Sincerely,
HR Manager

AMRI HOSPITAL

Attested
Dr. Gautam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. PAYEL KUNDU
C/O: MAHAN KUNDU, SUTAHATA, PURBA MEDINIPUR,
WEST BENGAL.

Date: 02/11/2020

Subject: Appointment letter for the position of coordinator in the department of ENDOCRINOLOGY & DIABETOLOGY

Dear, Ms. PAYEL KUNDU,

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **ENDOCRINOLOGY & DIABETOLOGY** with effect from **02-Nov-2020** on the following term and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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4. Your place of posting at present will be in the Department of **ENDOCRINOLOGY & DIABETOLOGY , AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA.**
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Sincerely,
HR Manager

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. ROZINA ISLAM BANA
C/O: SK. SARIFUL ISLAM, TAMLUK, PURBA MEDINIPUR,
WEST BENGAL- 721653

Date: 02/11/2020

Subject: Appointment letter for the position of coordinator in the department of ENDOCRINOLOGY & DIABETOLOGY

Dear, Ms. ROZINA ISLAM BANA,

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **ENDOCRINOLOGY & DIABETOLOGY** with effect from **02-Nov-2020** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either:
2. You will be on probation period for six months, after which your performance will be assessed, you will be either confirm of extended on your probation period , in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing .
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **ENDOCRINOLOGY & DIABETOLOGY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be ascertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

Sincerely,
HR Manager

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. SUSMITA MIDYA
C/O: JADUPATI MIDYA, NANDIGRAM, PURBA MEDINIPUR,
WEST BENGAL- 721656

Date: 02/11/2020

Subject: Appointment letter for the position of coordinator in the department of ENDOCRINOLOGY & DIABETOLOGY

Dear, Ms. SUSMITA MIDYA,

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **ENDOCRINOLOGY & DIABETOLOGY** with effect from **02-Nov-2020** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **ENDOCRINOLOGY & DIABETOLOGY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will behave yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

Sincerely,
HR Manager

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1Z3

DATE: 02/12/2020

Mr. /Ms. SATARUPA CHAKRABARTY
C/O: JAYANTA CHAKRABORTY, NANDIGRAM, PURBA MEDINIPUR,
WEST BENGAL-721649

Subject: Appointment letter for the position of Assistant Nurse in the department of neurology

Dear, Ms. SATARUPA CHAKRABARTY

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as an Assistant Nurse in the department of **NEUROLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA**. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 02/12/2020

Mr. /Ms. SANCHARI DAS
C/O: SUBRATA DAS, SABANG, PURBA MEDINIPUR,
WEST BENGAL 721467

Subject: Appointment letter for the position of Assistant Nurse in the department of neurology

Dear, Ms. SANCHARI DAS

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as a Assistant Nurse in the department of **NEUROLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you

02/12/20

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

576,Anandapur, EM Bypass, Kolkata-7000 107,Phones: 033-6601 1800/6687 1800
Hospital Admission : 9831179175, Tele Booking: 033-6601 1800, E-mail: Ruby@rubyhospital.com Website: www.rubyhospital.com

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLCD51325, GSTIN 19AABCR6028D1Z3

DATE: 02/12/2020

Mr. /Ms. SREEPARNA CHOWDHURY
C/O: BABISOSH CHOWDHURY, RAMNAGAR, HOWRAH,
WEST BENGAL-711312

Subject: Appointment letter for the position of Assistant Nurse in the department of NEURO SURGERY

Dear, Ms. SATARUPA CHAKRABARTY

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as a Assistant Nurse in the department of **NEURO SURGERY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Ruby General Hospital Kolkata

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 02/12/2020

Mr. /Ms. SULTANA KHATUN
C/O: SHAJAHAN ALLI, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL,721628

Subject: Appointment letter for the position of Assistant Nurse in the department of NEURO SURGERY

Dear, Ms. SULTANA KHATUN

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as a Assistant Nurse in the department of **NEURO SURGERY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 02/12/2020

Mr. /Ms. ANANDAMAYEE GIRI
MAHISHADAL , PURBA MEDINIPUR, 721628

Subject: Appointment letter for the position of Assistant Nurse in the department of GENERAL SURGERY

Dear, Ms. ANANDAMAYEE GIRI

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as a Assistant Nurse in the department of **GENERAL SURGERY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051525, GSTIN 19AABCR6625D1Z3

DATE: 02/12/2020

Mr. /Ms. ANKITA MAITY
MAHISHADAL , PURBA MEDINIPUR.

Subject: Appointment letter for the position of Assistant Nurse in the department of neurology

Dear, Ms. ANKITA MAITY

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as a Assistant Nurse in the department of **NEUROLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of me and look forward to working with you.

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 02/12/2020

Mr. /Ms. ARUNA MANNA
MAHISHADAL , PURBA MEDINIPUR

Subject: Appointment letter for the position of Assistant Nurse in the department of GENERAL SURGERY

Dear, Ms. ARUNA MANNA

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as a Assistant Nurse in the department of **GENERAL SURGERY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer:

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Ruby General Hospital Ltd.

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 10/12/2020

Mr. /Ms. KALYANI MANNA
MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL – 721628

Subject: Appointment letter for the position of Assistant Nurse in the department of RADIOLOGY

Dear, **KALYANI MANNA**

With reference to your application and subsequance interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **OPERATION THEATER COMPLEX.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

10.12.20

Sincerely,
HR Manager

MAS CLINIC & HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 10/12/2020

Mr. /Ms. MADHUMITA PRADHAN
NANDAKUMAR, PURBA MEDINIPUR.
WEST BENGAL – 721648

Subject: Appointment letter for the position of Assistant Nurse in the department of RADIOLOGY

Dear, MADHUMITA PRADHAN

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **OPERATION THEATER COMPLEX**. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

10.12.20

Sincerely,
HR Manager

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 10/12/2020

Mr. /Ms. MOUSUMI PRAMANIK
NANDAKUMAR, PURBA MEDINIPUR,
WEST BENGAL – 721648

Subject: Appointment letter for the position of Assistant Nurse in the department of OPERATION THEATER COMPLEX

Dear, MOUSUMI PRAMANIK

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **OPERATION THEATER COMPLEX.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

10.12.20

Sincerely,
HR Manager

MAS CLINIC & HOSPITAL

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 16/12/2020

Mr. /Ms. KRISHNA PRASHAD DAS
TAMLUK, PURBA MEDINIPUR
WEST BENGAL – 721636

Subject: Appointment letter for the position of Coordinator in the department of OPERATION THEATER COMPLEX

Dear, KRISHNA PRASHAD DAS

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as **COORDINATOR** in the department of **OPERATION THEATER COMPLEX.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date. for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

16.12.20

Sincerely,
HR Manager

MAS CLINIC HOSPITAL

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 10/12/2020

Mr. /Ms. SANGHAMITRA PRAMANIK
TAMLUK, PURBA MEDINIPUR
WEST BENGAL – 721636

Subject: Appointment letter for the position of Assistance nurse in the department of SURGICAL

Dear , SANGHAMITRA PRAMANIK
With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as **ASSISTANCE NURSE** in the department of **SURGICAL.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

10-12-20

Sincerely
HR Manager

MAS CLINIC HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 10/12/2020

Mr. /Ms. SUDIP SENA
PATASPUR, PURBA MEDINIPUR
WEST BENGAL – 721434

Subject: Appointment letter for the position of Coordinator in the department of SURGICAL

Dear, **SUDIP SENA**

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as **COORDINATOR** in the department of **SURGICAL**. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

10.12.20

MAS CLINIC & HOSPITAL

Sincerely,
HR Manager

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. ANKITA MANNA
C/O: ASIT BARAN MANNA, ISWARDAHA JALPAI PURBA MEDINIPUR,
WEST BENGAL – 721654

Subject: Appointment letter for the position of Assistant nurse in the department of RADIOLOGY

Dear, Ms. ANKITA MANNA,

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **RADIOLOGY** with effect from **06-Dec-2021** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed, you will be either confirm of extended on your probation period in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **RADIOLOGY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. ANUPAMA KHATUA
C/O: RANJIT KHATUA, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL – 721628

Subject: Appointment letter for the position of Assistant nurse in the department of RADIOLOGY

Dear, Ms. **ANUPAMA KHATUA,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **RADIOLOGY** with effect from **06-Dec-2021** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed, you will be either confirm of extended on your probation period , as result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing .
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **RADIOLOGY , AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature or our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. ANUPAMA MONDAL
C/O: ASHOK MONDAL, TAMLUK, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant nurse in the department of RADIOLOGY

Dear Ms. **ANUPAMA MONDAL,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **RADIOLOGY** with effect from **06-Dec-2021** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed, you will be either confirm of extended on your probation period , in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing .
3. You will be paid monthly salary as per details given In the enclosed Annexure.
4. Your place of posting at present will be in the Department of **RADIOLOGY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care
7. Indulgence in any activity against the management / company or not In the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction
9. As you are aware that the nature or our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
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AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. / Ms. ARJUN MAITY
C/O: SUBODH MAITY, NANDAKUMAR, PURBA MEDINIPUR,
WEST BENGAL- 721632

Subject: Appointment letter for the position of Coordinator in the department of RADIOLOGY

Dear Mr. **ARJUN MAITY,**

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **RADIOLOGY** with effect from **06-Dec-2021** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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AMRI HOSPITAL

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Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr./Ms. ARPITA SAMANTA
C/O: PROBODH SAMANTA, CHANDIPUR, PURBA MEDINIPUR,
WEST BENGAL- 721656

Subject: Appointment letter for the position of Assistant nurse in the department of EMERGENCY CRITICAL CARE

Dear, Ms. **ARPITA SAMANTA,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **EMERGENCY CRITICAL CARE** with effect from **06-Dec-2021** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **EMERGENCY CRITICAL CARE, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
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9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
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AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr./Ms. AVIJIT MAITY
C/O: ANIMESH MAITY, CHANDIPUR, PURBA MEDINIPUR,
WEST BENGAL- 721656

Subject: Appointment letter for the position of Coordinator in the department of EMERGENCY CRITICAL CARE

Dear Mr **AVIJIT MAITY** ,

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **EMERGENCY CRITICAL CARE** with effect from **06-Dec-2021** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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7. Indulgence in any activity against the management / company or act in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be ascertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature or our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
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AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. BANASRI BERA
C/O: DEBANSHU BERA, CHANDIPUR, PURBA MEDINIPUR,
WEST BENGAL- 721656

Subject: Appointment letter for the position of Assistant nurse in the department of EMERGENCY CRITICAL CARE

Dear Ms. **BANASRI BERA**,

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **EMERGENCY CRITICAL CARE** with effect from **06-Dec-2021** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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AMRI HOSPITAL

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Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr./Ms. BARNALI SINGHA
C/O: LATE BISWANATH SINGHA, NANDAKUMAR, PURBA MEDINIPUR,
WEST BENGAL- 721648

Subject: Appointment letter for the position of Assistance Nurse in the department of Cardiac sciences

Dear, Ms. **BARNALI SINGHA,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANCE NURSE** in the Department of **CARDIAC SCIENCES** with effect from **06-Dec-2021** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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4. Your place of posting at present will be in the Department of **CARDIAC SCIENCES, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
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Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. JAYASHREE BHOWMIK
C/O: CHANDAN KUMAR BHOWMIK, NANDAKUMAR, PURBA MEDINIPUR,
WEST BENGAL- 721648

Subject: Appointment letter for the position of Assistance Nurse in the department of Cardiac sciences

Dear Mr. **JAYASHREE BHOWMIK,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANCE NURSE** in the Department of **CARDIAC SCIENCES** with effect from **06-Dec-2021** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITAL

AMRI HOSPITALS
DHAKURIA

Mr./Ms. JAYASHREE GHORAI
C/O: RAM PADA GHORAI, GOPALPUR, PURBA MEDINIPUR,
WEST BENGAL- 721628

Subject: Appointment letter for the position of Assistance Nurse in the department of ENT & HEAD NECK SURGERY

Dear, Ms. **JAYASHREE GHORAI**,

This is with reference to your application and subsequent interviews, we hereby appoint you as **ASSISTANCE NURSE** in the Department of **ENT & HEAD NECK SURGERY** with effect from **06-Dec-2021** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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AMRI HOSPITAL

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Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. KEYA JANA
C/O: BISWANATH JANA, TAMLUK, PURBA MEDINIPUR.
WEST BENGAL- 721668

Subject: Appointment letter for the position of Assistance Nurse in the department of ENT & HEAD NECK SURGERY

Dear, Ms. **KEYA JANA,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANCE NURSE** in the Department of **ENT & HEAD NECK SURGERY** with effect from **06-Dec-2021** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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06.12.21

AMRI HOSPITAL

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr./Ms. KOUSTAVE SAHOO
C/O: DILIP KUMAR SAHOO, MATH CHANDIPUR, PURBA MEDINIPUR,
WEST BENGAL- 721668

Subject: Appointment letter for the position of Coordinator in the department of ENT & HEAD NECK SURGERY

Dear Mr. **KOUSTAVE SAHOO,**

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **ENT & HEAD NECK SURGERY** with effect from **06-Dec-2021** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. KUHELI SETH
C/O: LET DILIP SETH, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL- 721628

Subject: Appointment letter for the position of Coordinator in the department of DERMATOLOGY

Dear, Ms. **KUHELI SETH,**

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **DERMATOLOGY** with effect from **06-Dec-2021** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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4. Your place of posting at present will be in the Department of **DERMATOLOGY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature or our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for staff termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

AMRI HOSPITAL

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr./Ms. MADHUMITA JANA
C/O: BIKASH KUMAR JANA, KHEJURI, PURBA MEDINIPUR,
WEST BENGAL- 721430

Subject: Appointment letter for the position of Coordinator in the department of DERMATOLOGY

Dear Mr. **MADHUMITA JANA,**

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **DERMATOLOGY** with effect from **06-Dec-2021** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period , in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing
3. You will be paid monthly salary as per details given In the enclosed Annexure.
4. Your place of posting at present will be in the Department of **DERMATOLOGY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management / company or not In the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature or our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Mylly
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2021

Mr./Ms. MADHUMITA SAMANTA
C/O: UTTAM SAMANTA, PANSKURA, PURBA MEDINIPUR,
WEST BENGAL – 721151

Subject: Appointment letter for the position of Assistant Nurse in the department of RADIOLOGY

Dear, **MADHUMITA SAMANTA**

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **RADIOLOGY.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01.11.21

Sincerely,
HR Manager

MAS CLINIC & HOSPITAL

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2021

Mr. /Ms. MOUSUMI BHOWMIK
C/O: ASHIS BHOUMIK, BASULIA, MAHISHADAL, PURBA MEDINIPUR.
WEST BENGAL – 721628

Subject: Appointment letter for the position of Assistant Nurse in the department of Surgical

Dear, **MOUSUMI BHOWMIK**

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **SURGICAL.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01-11-21

Sincerely,
HR Manager

MAS CLINIC & HOSPITAL

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2021

Mr. /Ms. NIPA MISTRI
C/O: SWAPAN KUMAR MISTRI, RAMNAGAR, SOUTH 24PARGANA,
WEST BENGAL – 743584

Subject: Appointment letter for the position of Assistant Nurse in the department of Surgical

Dear, **NIPA MISTRI**

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **SURGICAL**. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01.11.21

Sincerely,
HR Manager

MAS CLINIC & HOSPITAL

Accepted

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2021

Mr. /Ms. PARTHA SAU
C/O: NITAI SAU, PANSKURA, PURBA MEDINIPUR,
WEST BENGAL – 721139

Subject: Appointment letter for the position of Coordinator in the department of Surgical

Dear, **PARTHA SAU**

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as **COORDINATOR** in the department of **SURGICAL**. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01.11.21

Sincerely,
HR Manager

MAS CLINIC & HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2021

Mr. /Ms. PURBASHA PAUL
C/O: DHANANJAY PAUL, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL – 721628

Subject: Appointment letter for the position of Assistance Nurse in the department of REHABILITATION

Dear, PURBASHA PAUL

With reference to your application and subsequent interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **REHABILITATION.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01.11.21

Sincerely,
HR Manager

MAS CLINIC & HOSPITAL

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2021

Mr. /Ms. RAMKRISHNA PRADHAN
C/O: JOYDEB PRADHAN, NAKIBASAN, PATASHPUR, PURBA MEDINIPUR,
WEST BENGAL.

Subject: Appointment letter for the position of Coordinator in the department of REHABILITATION

Dear, RAMKRISHNA PRADHAN

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as **COORDINATOR** in the department of **REHABILITATION**

. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01.11.21

Sincerely,
HR Manager

MAS CLINIC HOSPITAL

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2021

Mr. /Ms. SABERA KHATUN
C/O: SK. ABUL, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL – 721628

Subject: Appointment letter for the position of Assistance Nurse in the department of REHABILITATION

Dear, SABERA KHATUN

With reference to your application and subsequance interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **REHABILITATION.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01-11-21

Sincerely,
HR Manager

MAS CLINIC & HOSPITAL

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2021

Mr. /Ms. SABINA YESMIN
C/O: SK. SAIFUL,GARKAMALPUR, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL – 721628

Subject: Appointment letter for the position of Assistance Nurse in the department of REHABILITATION

Dear, SABINA YESMIN

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **REHABILITATION**. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01.11.21

Sincerely,
HR Manager

MAS CLINIC & HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2021

Mr. /Ms. SAMPRITA MAITY
C/O: MOHIM MAITY, BALLUK HAT, PURBA MEDINIPUR,
WEST BENGAL.

Subject: Appointment letter for the position of Assistance Nurse in the department of PARAMEDICAL

Dear, SAMPRITA MAITY

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **PARAMEDICAL**. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01.11.21

Sincerely,
HR Manager

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 25/11/2021

Mr. /Ms. SANCHARI DEY
C/O; GOUTAM DEY, DEBRA, PASCHIM MEDINIPUR,
WEST BENGAL.721126

SUBJECT: APPOINTMENT LETTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF NEUROLOGY

Dear, Ms. SANCHARI DEY

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as an Assistant Nurse in the department of **NEUROLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA**. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 11,500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

R. Mitra
25/11/2021

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 25/11/2021

Mr. /Ms. SUBHADIP JANA
C/O: TAPAN KUMAR JANA, MARSHDA, PURBA MEDINIPUR,
WEST BENGAL.

SUBJECT: APPOINTMENT LATTER FOR THE POSITION OF COORDINATOR IN THE DEPARTMENT OF NEUROLOGY

Dear, Mr. SUBHADIP JANA

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as a Coordinator in the department of **NEUROLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 11,500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Ruby General Hospital

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 25/11/2021

Mr. /Ms. SUCHANDRA SHETH
C/O: SUDIPTA SHETH, SUTAHATA, PURBA MEDINIPUR,
WEST BENGAL.

SUBJECT: APPOINTMENT LATTER FOR THE POSITION OF ASSISTANCE NURSE IN THE DEPARTMENT OF NEUROLOGY

Dear, Ms. SUCHANDRA SHETH

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as Assistance nurse in the department of **NEUROLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 11,500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 25/11/2021

Mr. /Ms. SUDIPTA GHOSH
C/O; SANJAY GHOSH, HALDIA, PURBA MEDINIPUR,
WEST BENGAL.

SUBJECT: APPOINTMENT LATTER FOR THE POSITION OF COORDINATOR IN THE DEPARTMENT OF NEURO SURGERY

Dear, Mr. SUDIPTA GHOSH

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as Coordinator in the department of **NEURO SURGERY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 11,500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051525, GSTIN 19AABCR6828D1Z3

DATE: 28/11/2021

Mr. /Ms. SUSMITA PATTANAYAK
C/O: GANESH PATTANAYAK, MAHISHADAKL, PURBA MEDINIPUR,
WEST BENGAL- 721628

SUBJECT: APPOINTMENT LATTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF NEURO SURGERY

Dear, Ms. SUSMITA PATTANAYAK

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as Assistant Nurse in the department of **NEURO SURGERY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 11,500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

25/11/2021

Sincerely,
Chief General Manager Operation

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6828D1ZJ

DATE: 25/11/2021

Mr. /Ms. TANIMA SAMANTA
C/O:TAPAN SAMANTA, PANSKURA, PURBA MEDINIPUR,
WEST BENGAL

SUBJECT: APPOINTMENT LATTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF HEMATOLOGY

Dear, Ms. TANIMA SAMANTA

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as Assistant Nurse in the department of **HEMATOLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 11,300/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

25/11/2021

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 25/11/2021

Mr. /Ms. TANUSHREE MAITY
C/O: RAMPADA MAITY, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL

SUBJECT: APPOINTMENT LATTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF GASTROENTEROLOGY

Dear, Ms. TANUSHREE MAITY

With reference to your application and subsequance interview with us, we are pleased to confirm that you have been selected to work as Assistant Nurse in the department of **GASTROENTEROLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 11,500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

R. Milne
25/11/2021

Sincerely,
Chief General Manager Operation

Attested
Dr. Gautam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 25/11/2021

Mr. /Ms. TANUSHREE MAJI
C/O: PRADIP MAJI, MOYNA, PURBA MEDINIPUR,
WEST BENGAL

SUBJECT: APPOINTMENT LATTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF GASTROENTEROLOGY

Dear, Ms. TANUSHREE MAJI

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as Assistant Nurse in the department of **GASTROENTEROLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 11,500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 25/11/2021

Mr. /Ms. SUSMITA JANA
C/O: NIMAI CHANDRA JANA, KHANCHI, PURBA MEDINIPUR,
WEST BENGAL

SUBJECT: APPOINTMENT LATTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF NEPHROLOGY

Dear, Ms. SUSMITA JANA

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as Assistant Nurse in the department of **NEPHROLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA**. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 11,500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

R. Mitra
26/11/2021

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 25/11/2021

Mr. /Ms. TRISHNA PAL
C/O: ANUP KUMAR PAL, TAMLUK, PURBA MEDINIPUR,
WEST BENGAL.

SUBJECT: APPOINTMENT LATTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF NEPHROLOGY

Dear, Ms. TRISHNA PAL

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as Assistant Nurse in the department of **NEPHROLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 11,500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

R. Mishra
25/11/2021

Sincerely,
Chief General Manager Operation

General Hospital Kolkata

Attested
Dr. G[illegible]m Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispeciality Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1Z3

DATE: 04/12/2023

Mr. /Ms. SUMITA SHEE
C/O: PRABIR SHEE, KHEJURI, PURBA MEDINIPUR,
WEST BENGAL, 721430

Subject: Appointment letter for the position of Assistant Nurse in the department of NEURO SURGERY

Dear, Ms. SUMITA SHEE

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as a Assistant Nurse in the department of **NEURO SURGERY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA**. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Ruby General Hospital Kasba

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051525, GSTIN 19AABCR6428D1ZJ

DATE: 04/12/2023

Mr. /Ms. NIBEDITA JANA
C/O: NANTU JANA, NANDIGRAM, PURBA MEDINIPUR,
WEST BENGAL,721631

Subject: Appointment letter for the position of Assistant Nurse in the department of MEDICIN

Dear, Ms. NIBEDITA JANA

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as a Assistant Nurse in the department of **MEDICIN** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 04/12/2023

Mr. /Ms. SUSMITA JANA
C/O: RAMBIARI JANA, MARISHDA, PURBA MEDINIPUR,
WEST BENGAL, 721449

Subject: Appointment letter for the position of Assistant Nurse in the department of MEDICIN

Dear, Ms. SUSMITA JANA

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as a Assistant Nurse in the department of **MEDICIN** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RGHS

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 04/12/2025

Mr. /Ms. SUMIT DEY
C/O: SUBRATA DEY, MONTESWAR, PURBA BURDWAN,
WEST BENGAL- 713423.

Subject: Appointment letter for the position of Coordinator in the department of RADIOLOGY

Dear, Mr. SUMIT DEY

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as Coordinator Nurse in the department of **RADIOLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 16000/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Ruby General Hospital Kolkata

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

576,Anandapur, EM Bypass, Kolkata-7000 107,Phones: 033-6601 1800/6687 1800
Hospital Admission : 9831179175, Tele Booking: 033-6601 1800, E-mail: Ruby@rubyhospital.com
www.rubyhospital.com

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispeciality Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 04/12/2023

Mr. /Ms. MUNMUN MONDAL
C/O: MOHAN KR. MONDAL., MAHISHADAL.,
WEST BENGAL. 721628

Subject: Appointment letter for the position of Assistant Nurse in the department of CARDIAC SURGERY

Dear, Ms. MUNMUN MONDAL,

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as a Assistant Nurse in the department of **CARDIAC SURGERY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 04/12/2023

MR. /MS. ANKITA SAMANTA
C/O: MANAS KR. SAMANTA, MOYNA,
WEST BENGAL. 721644

Subject: Appointment letter for the position of Assistant Nurse in the department of NEPHROLOGY

Dear, Ms. ANKITA SAMANTA

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as a Assistant Nurse in the department of **NEPHROLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employee State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispeciality Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 04/12/2023

MR. /MS. SANDIPA PANDA
C/O: DIPAK KR. PANDA, NANDIGRAM, PURBA MEDINIPUR,
WEST BENGAL. 721631

Subject: Appointment letter for the position of Assistant Nurse in the department of NEURO SURGERY

Dear, Ms. **SANDIPA PANDA**

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as a Assistant Nurse in the department of **NEURO SURGERY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA**. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Ruby General Hospital Ltd. RGH

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

Anandalok Hospital
Rani Gung

Date: 11/12/2023

MR. /MS. RABIRAM BARUI
C/O: GANESH BARUI, BADPUR, HOOGHLY,
WEST BENGAL.

Subject: Appointment letter for the position of Coordinator in the department of Neurosurgery

Dear, Mr. **RABIRAM BARUI,**

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **NEUROSURGERY** with effect from 11/12/2023 on the following terms and conditions.

1. Your place of posting at present will be in the Department of **NEUROSURGERY, ANANDALOK HOSPITAL, RANI GUNG, but** you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside RANI GUNG.
2. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
3. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
4. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
5. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
6. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.

D. Nagar
H. Dy. ANANDALOK HOSPITAL

Attested
Dr. Gour[illegible] Kumar Maity
[illegible]cipal
Mahishadal Raj College
Mahishadal, Purba Medinipur

Anandalok Hospital
Rani Gung

Date: 11/12/2023

MR. /MS. SOMASHREE ROUTH
C/O: RATAN KR. ROUTH, KHEJURI, PURBA MEDINIPUR,
WEST BENGAL – 721430

Subject: Appointment letter for the position of Assistance Nurse in the department of Neurosurgery

Dear, Ms. **SOMASHREE ROUTH,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANCE NURSE** in the Department of **NEUROSURGERY** with effect from **11/12/2023** on the following terms and conditions:

1. Your place of posting at present will be in the Department of **NEUROSURGERY, ANANDALOK HOSPITAL, RANI GUNG, but** you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside RANI GUNG.
2. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
3. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
4. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
5. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
6. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.

ANANDALOK HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

Anandalok Hospital
Rani Gung

Date: 11/12/2023

MR. /MS. SWATILEKHA DAS
C/O: BISWAJIT DAS, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL – 721628

Subject: Appointment letter for the position of Assistance Nurse in the department of General surgery

Dear, Ms. **SWATILEKHA DAS.**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANCE NURSE** in the Department of **General surgery** with effect from **11/12/2023** on the following terms and conditions:

1. Your place of posting at present will be in the Department of **NEUROSURGERY, ANANDALOK HOSPITAL, RANI GUNG, but** you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside RANI GUNG.
2. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
3. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
4. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
5. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
6. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty. therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.

11.12.23

ANANDALOK HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

Anandalok Hospital
Rani Gung

Date: 11/12/2023

MR./MS. ARUNITA MONDAL
C/O: ARABINDA MONDAL, SAGARPARA, MURSHIDABAD,
WEST BENGAL – 742306

Subject: Appointment letter for the position of Assistance Nurse in the department of Neurosurgery

Dear, Ms. **ARUNITA MONDAL,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANCE NURSE** in the Department of **NEUROSURGERY** with effect from **11/12/2023** on the following terms and conditions:

1. Your place of posting at present will be in the Department of **NEUROSURGERY, ANANDALOK HOSPITAL, RANI GUNG, but** you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside RANI GUNG.
2. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
3. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
4. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
5. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
6. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.

B. Nayak 11.12.23

ANANDALOK HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

Anandalok Hospital
Rani Gung

Date: 11/12/2023

MR. /MS. PUJA RANI GAYEN
C/O: PARITOSH GAYEN, KHEJURI, PURBA MEDINIPUR,
WEST BENGAL – 721432

Subject: Appointment letter for the position of Assistance Nurse in the department of surgery

Dear, Ms. **PUJA RANI GAYEN,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANCE NURSE** in the Department of **SURGERY** with effect from **11/12/2023** on the following terms and conditions:

1. Your place of posting at present will be in the Department of **SURGERY, ANANDALOK HOSPITAL, RANI GUNG**, but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside RANI GUNG.
2. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
3. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
4. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
5. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
6. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.

B. Nandak 11.12.23

ANANDALOK HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

MR. /MS. BANANI CHAKRABARTI
C/O: BISWAJIT CHAKRABARTI, AMARSHI, PURBA MEDINIPUR,
WEST BENGAL – 721454

Subject: Appointment letter for the position of Assistant nurse in the department of RADIOLOGY

Dear Ms. **BANANI CHAKRABARTI**,

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **RADIOLOGY** with effect from **03-Dec-2023** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed, you will be either confirm of extended on your probation period as result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **RADIOLOGY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

MR. /MS. SHRABANI ADAK
C/O: GIRIDHARI ADAK, KAKDWIP, SOUTH 24 PGS.
WEST BENGAL – 743347

Subject: Appointment letter for the position of Assistant nurse in the department of OBSTETRICS

Dear Ms. **SHRABANI ADAK**,

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **OBSTETRICS** with effect from **03-Dec-2023** on the following terms and conditions

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period . as result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing .
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **OBSTETRICS, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlements will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

MR. /MS. INDRANI NAYEK
C/O: BARUN NAYEK, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant nurse in the department of OBSTETRICS

Dear, Ms. **INDRANI NAYEK**,

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **OBSTETRICS** with effect from **03-Dec-2023** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period , in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing .
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **OBSTETRICS, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

03.12.23

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College

AMRI HOSPITALS
DHAKURIA

MR. /MS. ANKITA DAS
C/O: SUSANTA DAS, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL.

Subject: Appointment letter for the position of Assistant nurse in the department of OBSTETRICS

Dear, Ms. **ANKITA DAS,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **OBSTETRICS** with effect from **03-Dec-2023** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed, you will be either confirm of extended on your probation period , in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing .
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **OBSTETRICS, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**
5. You shall also comply with all rules, by-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature or our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

03.12.23

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

MR. /MS. POULOMI PATRA
C/O: SUNIL PATRA, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant nurse in the department of JOINT REPLACEMENT

Dear Ms. **POULOMI PATRA**,

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **JOINT REPLACEMENT** with effect from **03-Dec-2023** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period . In result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **JOINT REPLACEMENT, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty. therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
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03-12-23 AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

MR. /MS. MOUMITA SAHOO
C/O: BIBHUTI SAHOO, SUTAHATA, PURBA MEDINIPUR,
WEST BENGAL – 721658

Subject: Appointment letter for the position of Assistant nurse in the department of RADIOLOGY

Dear, Ms. **MOUMITA SAHOO,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **RADIOLOGY** with effect from **03-Dec-2023** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period as result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **RADIOLOGY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature or our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
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03.12.23

AMRI HOSPITAL

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

MR. /MS. GOBINDA PRASAD DAS
C/O: GOPAL DAS, NANDAKUMAR, PURBA MEDINIPUR,
WEST BENGAL- 721652

Subject: Appointment letter for the position of Coordinator in the department of JOINT REPLACEMENT

Dear Mr. **GOBINDA PRASAD DAS,**

This is with reference to your application and subsequent interview we hereby appoint you as **COORDINATOR** in the Department of **JOINT REPLACEMENT** with effect from **03-Dec-2023** on the following terms and conditions

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed, you will be either confirm of extended on your probation period , in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **JOINT REPLACEMENT, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
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8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty. therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
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AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

MR. /MS. SAGAR BISWAS
C/O: PORITOSH BISWAS, SATUA, NODIA,
WEST BENGAL

Subject: Appointment letter for the position of Coordinator in the department of JOINT REPLACEMENT

Dear, Mr. **SAGAR BISWAS**,

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **JOINT REPLACEMENT** with effect from **03-Dec-2023** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed, you will be either confirm or extended on your probation period, in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **JOINT REPLACEMENT, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will behave yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

03.12.23

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

MR. /MS. TUSI MAITY
C/O: PINTU MAITY, TAMLUK, PURBA MEDINIPUR.
WEST BENGAL -721627

Subject: Appointment letter for the position of Assistance Nurse in the department of PLASTIC SURGERY

Dear, Ms. **TUSI MAITY**,

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANCE NURSE** in the Department of **PLASTIC SURGERY** with effect from **03-Dec-2023** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **PLASTIC SURGERY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
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8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court, Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
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AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

MR. /MS. ANKITA BARI
C/O: AVIJIT BARI, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL -721628

Subject: Appointment letter for the position of Assistance Nurse in the department of PLASTIC SURGERY

Dear, Ms. **ANKITA BARI,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANCE NURSE** in the Department of **PLASTIC SURGERY** with effect from **03-Dec-2023** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm. of extended on your probation period , as result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **PLASTIC SURGERY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
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AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

Anandalok Hospital
Rani Gung

Date: 11/12/2022

MR. /MS. ALPANA MAITY
C/O: MADHUSUDAN MAITY, MATH CHANDIPUR, PURBA MEDINIPUR,
WEST BENGAL - 721659

Subject: Appointment letter for the position of Assistance Nurse in the department of General surgery

Dear, Ms. **ALPANA MAITY,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANCE NURSE** in the Department of **General surgery** with effect from **11/12/2022** on the following terms and conditions:

1. Your place of posting at present will be in the Department of **GENERAL SURGERY, ANANDALOK HOSPITAL, RANI GUNG, but** you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside RANI GUNG.
2. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
3. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
4. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
5. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
6. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attenders.

ANANDALOK HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

Anandalok Hospital
Rani Gung

Date: 11/12/2022

MR. /MS. ANANYA KUILYA
C/O: MANASH KUMAR KUILYA, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL – 721628

Subject: Appointment letter for the position of Assistance Nurse in the department of General surgery

Dear, Ms. ANANYA KUILYA,

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANCE NURSE** in the Department of **General surgery** with effect from **11/12/2022** on the following terms and conditions:

1. Your place of posting at present will be in the Department of GENERAL SURGERY, **ANANDALOK HOSPITAL, RANI GUNG, but** you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside RANI GUNG.
2. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
3. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
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5. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
6. As you are aware that the nature or our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.

P. Nayak 11.12.22

ANANDALOK HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

Anandalok Hospital
Rani Gung

Date: 11/12/2022

MR. /MS. APARNA MAITY
C/O: BABLU MAITY, TAMLUK, PURBA MEDINIPUR,
WEST BENGAL – 721627

Subject: Appointment letter for the position of Assistance Nurse in the department of ORTHOPEDICS

Dear, Ms. **APARNA MAITY,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANCE NURSE** in the Department of **ORTHOPEDICS** with effect from **11/12/2022** on the following terms and conditions.

1. Your place of posting at present will be in the Department of **ORTHOPEDICS, ANANDALOK HOSPITAL, RANI GUNG, but** you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside RANI GUNG.
2. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
3. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
4. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
5. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
6. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.

B. Nayak
11.12.22

ANANDALOK HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

Anandalok Hospital
Rani Gung

Date: 11/12/2022

MR. /MS. ATASI PAL
C/O: NIRANJAN PAL, SUTAHATA, PURBA MEDINIPUR,
WEST BENGAL – 721645

Subject: Appointment letter for the position of Assistance Nurse in the department of ORTHOPEDICS

Dear, Ms. **ATASI PAL,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANCE NURSE** in the Department of **ORTHOPEDICS** with effect from **11/12/2022** on the following terms and conditions:

1. Your place of posting at present will be in the Department of **ORTHOPEDICS, ANANDALOK HOSPITAL, RANI GUNG, but** you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside RANI GUNG.
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5. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
6. As you are aware that the nature or our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.

11.12.22

Attested
Dr. Gautam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

Anandalok Hospital
Rani Gung

Date: 11/12/2022

MR. /MS. AYANTIKA PICHHILI
C/O: CHANDAN PICHHILI, SUTAHATA, PURBA MEDINIPUR,
WEST BENGAL – 721645

Subject: Appointment letter for the position of Assistance Nurse in the department of GYNECOLOGY

Dear, Ms. AYANTIKA PICHHILI,

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANCE NURSE** in the Department of **GYNECOLOGY** with effect from **11/12/2022** on the following terms and conditions:

1. Your place of posting at present will be in the Department of **GYNECOLOGY, ANANDALOK HOSPITAL, RANI GUNG, but** you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside RANI GUNG.
2. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
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6. As you are aware that the nature or our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.

11.12.22

ANANDALOK HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

Anandalok Hospital
Rani Gung

Date: 11/12/2022

MR. /MS. CHANDRANI HAZRA
C/O: MUKTIPADA HAZRA, KHANCHI, PURBA MEDINIPUR.
WEST BENGAL

Subject: Appointment letter for the position of Assistance Nurse in the department of GASTROENTEROLOGY

Dear, Ms. **CHANDRANI HAZRA.**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANCE NURSE** in the Department of **GASTROENTEROLOGY** with effect from **11/12/2022** on the following terms and conditions:

1. Your place of posting at present will be in the Department of **GASTROENTEROLOGY, ANANDALOK HOSPITAL, RANI GUNG, but** you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside RANI GUNG.
2. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
3. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
4. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
5. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
6. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the hospitality or cause any discomfort to the patients and their attendants.

11-12-22

ANANDALOK HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1Z1

DATE: 25/11/2022

Mr. /Ms. DIPANNITA MAITY
C/O: TAPAN KUMAR MAITY, PURBA SRIRAMPUR, PURBA MEDINIPUR,
WEST BENGAL.

SUBJECT: APPOINTMENT LETTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF NEUROLOGY

Dear, Ms. DIPANNITA MAITY

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as an Assistant Nurse in the department of **NEUROLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA**. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 11,500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

R. Mitra
25/11/2022

Ruby General Hospital Kolkata

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispeciality Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 25/11/2022

Mr. /Ms. HABIBA KHATUN
C/O: SK. HAMID ALI, PANSKURA, PURBA MEDINIPUR,
WEST BENGAL-721152

SUBJECT: APPOINTMENT LETTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF NEUROLOGY

Dear, Ms. HABIBA KHATUN

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as an Assistant Nurse in the department of **RADIOLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA**. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 11,500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

R. M. Jan
25/11/2022

Ruby General Hospital Kolkata NABH

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Manjhadal Raj College
Manjhadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispeciality Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 25/11/2022

Mr. /Ms. LUSHI MANDAL
C/O: HRISIKESH MANDAL, GOPINATHPUR, PURBA MEDINIPUR,
WEST BENGAL.

SUBJECT: APPOINTMENT LETTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF RADIOLOGY

Dear, Ms. LUSHI MANDAL

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as an Assistant Nurse in the department of **RADIOLOGY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA**. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 11,500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Ruby General Hospital Kolkata

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028D1ZJ

DATE: 25/11/2022

Mr. /Ms. MADHUMITA PANDIT
C/O: BALARAM PANDIT, KALABERIA, PURBA MEDINIPUR,
WEST BENGAL-721426

SUBJECT: APPOINTMENT LETTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF GENERAL SURGERY

Dear, Ms. MADHUMITA PANDIT

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as an Assistant Nurse in the department of **GENERAL SURGERY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 11,500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

25/11/2022

Sincerely,
Chief General Manager Operation

Ruby General Hospital Kolkata

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

576,Anandapur, EM Bypass, Kolkata-7000 107,Phones: 033-6601 1800/6687 1800
Hospital Admission : 9831179175, Tele Booking: 033-6601 1800, E-mail: Ruby@rubyhospital.com Website: www.rubyhospital.com

RUBY GENERAL HOSPITAL LTD

NABH Accredited Multispecialty Hospital

CIN: U85110WB1991PLC051325, GSTIN 19AABCR6028H1Z1

DATE: 25/11/2022

Mr. /Ms. MADHURI BERA
C/O: KESHAB BERA, KHEJURI, PURBA MEDINIPUR,
WEST BENGAL-721430

SUBJECT: APPOINTMENT LETTER FOR THE POSITION OF ASSISTANT NURSE IN THE DEPARTMENT OF GENERAL SURGERY

Dear, Ms. MADHURI BERA

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work as an Assistant Nurse in the department of **GENERAL SURGERY** in **RUBY GENERAL HOSPITAL, KASBA, KOLKATA.** We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 11,500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Coeporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

Sincerely,
Chief General Manager Operation

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2022

Mr. /Ms. MALLIKA BAG
C/O: LAKSHMAN CHANDRA BAG, NANDIGRAM, PURBA MEDINIPUR,
WEST BENGAL-721650

Subject: Appointment letter for the position of Assistance Nurse in the department of PARAMEDICAL

Dear, **MALLIKA BAG**

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **PARAMEDICAL**. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01.11.22

Sincerely,
HR Manager

MAS CLINIC & HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2022

Mr. /Ms. MALLIKA DAS
C/O: RABINDRANATH DAS, SUTAHATA, PURBA MEDINIPUR,
WEST BENGAL-721658

Subject: Appointment letter for the position of Assistance Nurse in the department of PARAMEDICAL

Dear, **MALLIKA DAS**

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **PARAMEDICAL**. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01-11-22

Sincerely,
HR Manager

MAS CLINIC & HOSPITAL

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College,
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2022

Mr./Ms. MANDIRA CHAKRABORTY
C/O: KATTIK CHAKRABORTY, NANDAKUMAR, PURBA MEDINIPUR,
WEST BENGAL-721628

Subject: Appointment letter for the position of Assistance Nurse in the department of SURGICAL

Dear, MANDIRA CHAKRABORTY

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **SURGICAL**.

We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01.11.22

Sincerely,
HR Manager

MAS CLINIC & HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2022

Mr./Ms. MANISHA SINGHA
C/O: CHANDAN KUMAR SINGHA, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL-721628

Subject: Appointment letter for the position of Assistance Nurse in the department of SURGICAL

Dear, **MANISHA SINGHA**

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **SURGICAL**

. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01.11.22

Sincerely,
HR Manager

MAS CLINIC & HOSPITAL

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2022

Mr./Ms. MUMTAZ KHATUN
C/O: SK. ABDUL ROFIK, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL-721628

Subject: Appointment letter for the position of Assistance Nurse in the department of SURGICAL

Dear, **MUMTAZ KHATUN**

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **SURGICAL**

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01-11-22

Sincerely,
HR Manager

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2022

Mr. /Ms. NABANITA PAL
C/O: SURAJ PAL, NANDAKUMAR, PURBA MEDINIPUR,
WEST BENGAL-721648

Subject: Appointment letter for the position of Assistance Nurse in the department of PARAMEDICAL

Dear, NABANITA PAL

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **PARAMEDICAL**.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01.11.22

Sincerely,
HR Manager

MAS CLINIC & HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2022

Mr. /Ms. NAYNA PATRA
C/O: DILIP PATRA, NANDAKUMAR, PURBA MEDINIPUR,
WEST BENGAL-721648

Subject: Appointment letter for the position of Assistance Nurse in the department of REHABILITATION

Dear, NAYNA PATRA

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **REHABILITATION.**

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01.11.22

Sincerely,
HR Manager

MAS CLINIC & HOSPITAL

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2022

Mr. /Ms. PAPITA ROY
C/O: PRAFULLA ROY, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL-721628

Subject: Appointment letter for the position of Assistance Nurse in the department of REHABILITATION

Dear, PAPITA ROY

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **REHABILITATION.**

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date. for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01.11.22

Sincerely,
HR Manager

MAS CLINIC & HOSPITAL

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2022

Mr. /Ms. PARAMITA MISHRA
C/O: RASHBEHARI MISHRA, DHULIAPUR, PURBA MEDINIPUR,
WEST BENGAL-721634

Subject: Appointment letter for the position of Assistance Nurse in the department of REHABILITATION

Dear, PARAMITA MISHRA

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **REHABILITATION.**

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01.11.22

Sincerely,
HR Manager

MAS CLINIC & HOSPITAL

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2022

Mr./Ms. PAYEL PATRA
C/O: SANJIB PATRA, CHANDIPUR, PURBA MEDINIPUR,
WEST BENGAL-721630

Subject: Appointment letter for the position of Assistance Nurse in the department of OPERATION THEATER COMPLEX

Dear, PAYEL PATRA

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **OPERATION THEATER COMPLEX**.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01.11.22

Sincerely,
HR Manager

MAS CLINIC & HOSPITAL

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2022

Mr. /Ms. PIYALI PATRA
C/O: SANKAR PATRA, SABANG, PASCHIM MEDINIPUR,
WEST BENGAL-721467

Subject: Appointment letter for the position of Assistance Nurse in the department of OPERATION THEATER COMPLEX

Dear, **PIYALI PATRA**

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **OPERATION THEATER COMPLEX**

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01.11.22

Sincerely,
HR Manager

MAS CLINIC & HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

MAS CLINIC AND HOSPITAL

(AN ISO 9001: 2008 CERTIFIED HOSPITAL)

Date- 01/11/2022

Mr./Ms. PRATIMA DHARA
C/O: SAROJ DHARA, TAMLUK, PURBA MEDINIPUR,
WEST BENGAL-721651

Subject: Appointment letter for the position of Assistance Nurse in the department of OPERATION THEATER COMPLEX

Dear, **PRATIMA DHARA**

With reference to your application and subsequence interview with us, we are pleased to confirm that you have been selected to work in **MASS CLINIC HOSPITAL** as an **ASSISTANT NURSE** in the department of **OPERATION THEATER COMPLEX**

The position we are offering you is that of Service Technician at a monthly salary of 10500/-.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at please report on start date, for documentation and orientation. We are confident you will be able to make a significant contribution to the success of our and look forward to working with you.

01.11.22

Sincerely,
HR Manager

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. PRITIKANA MAITY
C/O: ASIT BARAN MAITY, CHANDIPUR, PURBA MEDINIPUR,
WEST BENGAL – 721659

Subject: Appointment letter for the position of Assistant nurse in the department of RADIOLOGY

Dear, Ms. **PRITIKANA MAITY**,

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **RADIOLOGY** with effect from **05-Dec-2022** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your contination shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be in probation period for six months, after which your performance will be assessed, you will be either confirm of extended on your probation period , as result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **RADIOLOGY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

05.12.22

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Vidyasagar Raj College
Midnapur, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. PRIYA BERA
JAYRAMBATI, BANKURA,
WEST BENGAL

Subject: Appointment letter for the position of Assistant nurse in the department of RADIOLOGY

Dear, Ms. **PRIYA BERA,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **RADIOLOGY** with effect from **05-Dec-2022** on the following terms and conditions.

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either:
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period , in reach of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **RADIOLOGY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature or our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr./Ms. PRIYANKA HAZRA
C/O: ASHAK KUMAR HAZRA, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant nurse in the department of NEUROLOGY

Dear, Ms. **PRIYANKA HAZRA,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **NEUROLOGY** with effect from **05-Dec-2022** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board: Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period , as result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **NEUROLOGY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
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AMRI HOSPITAL

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Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. **PUJA BERA**
C/O: **ALOK KUMAR BERA, SUTAHATA, PURBA MEDINIPUR,**
WEST BENGAL

Subject: Appointment letter for the position of Assistant nurse in the department of NEUROLOGY

Dear Ms. **PUJA BERA,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **NEUROLOGY** with effect from **05-Dec-2022** on the following terms and conditions:

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AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Vidyasagar Raj College
Midnapur, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. PUJA RANI MAITY
C/O: PRABIR MAITY, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant nurse in the department of CARDIAC SCIENCES

Dear Ms. **PUJA RANI MAITY**,

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **CARDIAC SCIENCES** with effect from **05-Dec-2022** on the following terms and conditions:

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Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr./Ms. TANIYA CHAKRABORTY
C/O: GOPAL CHAKRABORTY, NANDAKUMAR, PURBA MEDINIPUR,
WEST BENGAL

Subject: Appointment letter for the position of Assistant nurse in the department of CARDIAC SCIENCES

Dear, Ms TANIYA CHAKRABORTY,

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **CARDIAC SCIENCES** with effect from **05-Dec-2022** on the following terms and conditions:

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05.12.22

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr./Ms. RITUSWARNA DAS
C/O: RATIKANTA DAS, CHANDIPUR, PURBA MEDINIPUR,
WEST BENGAL- 721633

Subject: Appointment letter for the position of Assistant nurse in the department of CARDIAC SCIENCES

Dear, Ms RITUSWARNA DAS,

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **CARDIAC SCIENCES** with effect from **05-Dec-2022** on the following terms and conditions:

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Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. RUKAIYA BEGAM
C/O: OBAIDUN ISLAM NAYEK, KALAGHAT, PURBA MEDINIPUR,
WEST BENGAL- 721633

Subject: Appointment letter for the position of Assistant nurse in the department of CARDIAC SCIENCES

Dear, Ms. RUKAIYA BEGAM,

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **CARDIAC SCIENCES** with effect from **05-Dec-2022** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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05.12.22

AMRI HOSPITAL

Attested

Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. **RUMI SANTRA**
C/O: SUDEB SANTRA, TAMLUK, PURBA MEDINIPUR,
WEST BENGAL- 721137

Subject: Appointment letter for the position of Assistant nurse in the department of DERMATOLOGY

Dear, Ms. **RUMI SANTRA,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **DERMATOLOGY** with effect from **05-Dec-2022** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. RUMPA KHATUN
C/O SK NAJRUL, CHANSARPUR, PURBA MEDINIPUR,
WEST BENGAL- 721137

Subject: Appointment letter for the position of Assistant nurse in the department of DERMATOLOGY

Dear Ms. **RUMPA KHATUN,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **DERMATOLOGY** with effect from **05-Dec-2022** on the following terms and conditions:

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05-12-22

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. SANCHAYITA GAYEN
C/O: BASISTHA GAYEN, BARABASUDEYPUR, PURBA MEDINIPUR,
WEST BENGAL- 721645

Subject: Appointment letter for the position of Assistant nurse in the department of DERMATOLOGY

Dear, Ms. **SANCHAYITA GAYEN**,

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **DERMATOLOGY** with effect from **05-Dec-2022** on the following terms and conditions:

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Mahishadal, Purba Medinipur

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DHAKURIA

Mr. /Ms. SHRABANI BHUIN
C/O: SUKUMAR BHUIN, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL- 721628

Subject: Appointment letter for the position of Assistant nurse in the department of DIETETICS AND NUTRITION

Dear, Ms. **SHRABANI BHUIN.**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **DIETETICS AND NUTRITION** with effect from **05-Dec-2022** on the following terms and conditions:

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AMRI HOSPITAL

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Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. SOMA PRAMANIK
C/O: JAGANNATH PRAMANIK, MECHEDA, PURBA MEDINIPUR,
WEST BENGAL- 721137

Subject: Appointment letter for the position of Assistant nurse in the department of DIETETICS AND NUTRITION

Dear Ms. **SOMA PRAMANIK,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **DIETETICS AND NUTRITION** with effect from **05-Dec-2022** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period , in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **DIETETICS AND NUTRITION, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. SOMASREE PAUL
C/O: SNEHASISH PAUL, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL- 721628

Subject: Appointment letter for the position of Assistant nurse in the department of DIETETICS AND NUTRITION

Dear, Ms. **SOMASREE PAUL.**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **DIETETICS AND NUTRITION** with effect from **05-Dec-2022** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. SOMNATH MAITY
C/O: ASHIS MAITY, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL- 721628

Subject: Appointment letter for the position of Coordinator in the department of DIETETICS AND NUTRITION

Dear Mr. **SOMNATH MAITY**,

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **DIETETICS AND NUTRITION** with effect from **05-Dec-2022** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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05.12.22

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr./Ms. SUMITRA MAITY
C/O: NARUGOPAL MAITY, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL- 721628

Subject: Appointment letter for the position of Coordinator in the department of EMERGENCY CRITICAL CARE & TRAUMA

Dear Ms. **SUMITRA MAITY**,

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **EMERGENCY CRITICAL CARE & TRAUMA** with effect from **05-Dec-2022** on the following terms and conditions.

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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05-12-22

Attested
Dr. Gautam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. SUMITRA SANGRAM
C/O: MANORANJAN SANGRAM, ISWARPUR, KOLKATA,
WEST BENGAL-754248

Subject: Appointment letter for the position of Coordinator in the department of EMERGENCY CRITICAL CARE & TRAUMA

Dear, Ms. **SUMITRA SANGRAM,**

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **EMERGENCY CRITICAL CARE & TRAUMA** with effect from **05-Dec-2022** on the following terms and conditions.

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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4. Your place of posting at present will be in the Department of **EMERGENCY CRITICAL CARE & TRAUMA, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
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AMRI HOSPITAL

Attested
Dr. Gopiram Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. SUTAPA SASMAL
C/O: DHANANJOY SASMAL, KHEJURI, PURBA MEDINIPUR
WEST BENGAL-721430

Subject: Appointment letter for the position of Coordinator in the department of EMERGENCY CRITICAL CARE & TRAUMA

Dear, Ms. **SUTAPA SASMAL**,

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **EMERGENCY CRITICAL CARE & TRAUMA** with effect from **05-Dec-2022** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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AMRI HOSPITAL

Attested
Dr. G[illegible]m Kumar Maity
Principal
Mah[illegible]al Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

Mr. /Ms. TITHI RANI KHANRA
C/O: SANAT KHANRA, MAHISHADAL, PURBA MEDINIPUR,
WEST BENGAL-721603

Subject: Appointment letter for the position of Coordinator in the department of EMERGENCY CRITICAL CARE & TRAUMA

Dear, Ms. **TITHI RANI KHANRA.**

This is with reference to your application and subsequent interview, we hereby appoint you as **COORDINATOR** in the Department of **EMERGENCY CRITICAL CARE & TRAUMA** with effect from **05-Dec-2022** on the following term and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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AMRI HOSPITAL

Attested
Dr. Gautam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

MR. /MS. PUJA PAL
C/O: GAMBHIR PAL, ONDA, BANKURA,
WEST BENGAL – 722152

Subject: Appointment letter for the position of Assistant nurse in the department of RADIOLOGY

Dear, Ms. PUJA PAL,

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **RADIOLOGY** with effect from **03-Dec-2023** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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4. Your place of posting at present will be in the Department of **RADIOLOGY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
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AMRI HOSPITAL

Attested
Dr. Gautam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

MR. /MS. SUSMITA GHOSH
C/O: DHANANJOY GHOSH,
VILL-CHHOTOKURPA,P.O-HATANPUR,P.S-ONDA, DIST-BANKURA,PIN-722152 WEST BENGAL – 722152

Subject: Appointment letter for the position of Assistant nurse in the department of GENERAL SURGERY

Dear, Ms. **SUSMITA GHOSH,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **GENERAL SURGERY** with effect from **03-Dec-2023** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
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4. Your place of posting at present will be in the Department of **GENERAL SURGERY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
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03.12.23

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

MR. /MS. MUNMUN PRADHAN
C/O: NITAI CHAND PRADHAN,
NANDAKUMAR, PURBA MEDINIPUR.

Subject: Appointment letter for the position of Assistant nurse in the department of GENERAL SURGERY

Dear Ms. **MUNMUN PRADHAN,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **GENERAL SURGERY** with effect from **03-Dec-2023** on the following terms and conditions:

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AMRI HOSPITAL

Attested
Dr. Go[illegible]n Kumar Maity
Principal
Mahi[illegible] Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

MR. /MS. KRISHNA MUKHERJEE
C/O: MALAY MUKHERJEE,
VILL-TERIOPEKHYA,P.O+P.S-MAHISHADAL,
DIST-PURBA MEDINIPUR,PIN-721628

Subject: Appointment letter for the position of Assistant nurse in the department of GENERAL SURGERY

Dear, Ms. **KRISHNA MUKHERJEE,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **GENERAL SURGERY** with effect from **03-Dec-2023** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed. you will be either confirm of extended on your probation period , as result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **GENERAL SURGERY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

AMRI HOSPITAL

Accepted

Dr. Gouri Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

MR. /MS. SATHI PAL
C/O: PARITOSH PAL,
VILL-RAJNAGAR,P.O-JALPALP.S-NANDAKUMAR,DIST-PURBA MEDINIPUR,PIN-721632

Subject: Appointment letter for the position of Assistant nurse in the department of GENERAL SURGERY

Dear, Ms. **SATHI PAL,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **GENERAL SURGERY** with effect from **03-Dec-2023** on the following terms and conditions

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed, you will be either confirm of extended on your probation period , in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
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4. Your place of posting at present will be in the Department of **GENERAL SURGERY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
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AMRI HOSPITAL

Attested
Dr. Gour[illegible] Kumar Maity
[illegible]
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

MR. /MS. KRISHNA MONDAL
C/O: SWAPAN MONDAL,
VILL+P.O-GHOSHPUR,P.S-NAZAT,DIST-(N) 24 PGS,PIN-743442

Subject: Appointment letter for the position of Assistant nurse in the department of PLASTIC SURGERY

Dear, Ms. **KRISHNA MONDAL,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **PLASTIC SURGERY** with effect from **03-Dec-2023** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed, you will be either confirm of extended on your probation period , in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing .
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **PLASTIC SURGERY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
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10. Your leave entitlement will be governed as per the Leave Policy of the hospital.
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03-12-23

AMRI HOSPITAL

Attested

Dr. Gautam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

MR./MS. INDRANI BAR
C/O: RAJKUMAR BAR,
VILL+P.O-GHOSHPUR,P.S-NAZAT,DIST-(N) 24 PGS,PIN-743442

Subject: Appointment letter for the position of Assistant nurse in the department of PLASTIC SURGERY

Dear, Ms. **INDRANI BAR,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **PLASTIC SURGERY** with effect from **03-Dec-2023** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
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3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **PLASTIC SURGERY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
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AMRI HOSPITAL

Attested
Dr. Gou[illegible] Kumar Maity
[illegible]
Mahishadal Raj College
Mahishadal Raja Medical

AMRI HOSPITALS
DHAKURIA

MR. /MS. RUMPI MONDAL
C/O: NARAYAN MONDAL,
VILL-JOGENDRANAGAR,P.O-MATHERDUGHLP.S-HANTAL A,DIST-(S) 24 PGS,PIN-743329

Subject: Appointment letter for the position of Assistant nurse in the department of PLASTIC SURGERY

Dear, Ms. **RUMPI MONDAL,**

This is with reference to your application and subsequent interview, we hereby appoint you as **ASSISTANT NURSE** in the Department of **PLASTIC SURGERY** with effect from **03-Dec-2023** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board/ Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your confirmation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed, you will be either confirm of extended on your probation period , in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing .
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **PLASTIC SURGERY, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management / company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
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11. During probation period your appointment will be terminable by either party giving Fifteen (15) days' notice in writing or Fifteen (15) days' salary in lieu of notice. After confirmation of your service, your appointment will be terminable by either party giving one (1) months' notice in writing or one (1) month's salary in lieu of notice. Either party need not assign any reason for such termination. Neither party shall be liable for any damages to the other consequent upon such termination. However, the Company reserves the right to accept salary in lieu of notice.

AMRI HOSPITAL

Attested
Dr. Goutam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

AMRI HOSPITALS
DHAKURIA

MR. /MS. SOUVIK MAJUMDAR
C/O: SANJEEB MAJUMDAR,
SODEPUR, KOLKATA-700111

Subject: Appointment letter for the position of Coordinator in the department of TRAUMA CARE

Dear, Ms. **SOUVIK MAJUMDAR,**

This is with reference to your application and subsequent interview, we hereby appoint you as **Coordinator** in the Department of **TRAUMA CARE** with effect from **05-Dec-2023** on the following terms and conditions:

1. Your appointment will be subject to being declared medically fit by Medical Board. Pre-employment health check-up. If you develop any illness after that, the company may subject you to medical examination and your continuation shall be subject to your remaining medically fit for the nature of responsibilities assigned to you.
   You will be assessed. You will be either
2. You will be on probation period for six months, after which your performance will be assessed you will be either confirm of extended on your probation period in result of your performance assessment you will continue to remain on probation till such time you are confirmed in writing.
3. You will be paid monthly salary as per details given in the enclosed Annexure.
4. Your place of posting at present will be in the Department of **TRAUMA CARE, AMRI Hospital, DHAKURIA, KOLKATA** but you are liable to be transferred from one department to another, one office to another office of the company in the exigencies of services. Your services can be transferred to any of our branches within and outside **KOLKATA**.
5. You shall also comply with all rules, bye-laws and other conditions of the management, which are in force at present or as may be brought in force from time to time.
6. We being in Medical profession are governed by the Consumer Protection Act and you will be held responsible to the extent your duties get correlated to the patient care.
7. Indulgence in any activity against the management, company or not in the interest of the company shall lead to termination of the employment agreement without any prior notification and notice period.
8. All Judicial or Legal matters pertaining to your appointment with us shall be entertained in the court Delhi and it shall have the exclusive jurisdiction.
9. As you are aware that the nature of our services requires display of a great sense of responsibility while on duty, therefore, we expect that you will be have yourself in the most decent, responsible manner and avoid any such activity which might damage our services to the humanity or cause any discomfort to the patients and their attendants.
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AMRI HOSPITAL

Attested
Dr. Gautam Kumar Maity
Principal
Mahishadal Raj College
Mahishadal, Purba Medinipur

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 19 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800825253 (Sales), 9933095538 (Service), E-mail : bapthatdar@yahoo.co.in
CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 1.8.2019.

Dear ABHISHEK BERA

Congratulations! We are pleased to confirm that you have been selected to work for BHANDARI AUTOMOBILES PVT. LTD, TAMLUK. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 03.8.19 at 11AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Department
HR Manager
Bhandari Automobiles Pvt. Ltd.

CONFIRMED FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBAGAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800823253 (Sales), 9933855538 (Service), E-mail : bapl@bhandariyahoo.co.in
CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 01-8-2019

Dear AKASH SAHOO

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Contract . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 05-8-2019 at 10 AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 16 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800623253 (Sales), 9933855538 (Service), E-mail : bapilhaldia@yahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 01.08.2019

Dear BIVAS DUTTA

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Contai . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 05.8.2019 at 10 AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CONTINUED FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PASUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800823253 (Sales), 9933855538 (Service), E-mail : bapltd@dataphones.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 25-8-2019

Dear HRISHIKESH SAMANTA

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Kharagpur. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 01.09.2019 at 10 AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist. : Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800023253 (Sales), 9933055538 (Service), E-mail : [illegible]
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 1.8.2019

Dear PRASENJIT MAITY

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Tamluk. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 03.8.2019 at 10 AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CONFIRMED FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN: 721636, West Bengal
Ph. 9800023253 (Sales), 9933055538 (Service), E-mail : bapthaldia@yahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 28.7.2019

Dear RAKI DAS

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Tamluk. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 03.8.2019 at . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800023253 (Sales), 9933055538 (Service), E-mail : bapltd4le@yahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 30.8.2019

Dear SUBHAJIT MAITY

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Kolkata PVT LTD . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 3500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 01.09.2019 at 10 AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PAGUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, Pin- 721636, West Bengal
Ph. 9860023253 (Sales), 9933955538 (Service), E-mail : bapbandla@yahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 30.8.2019

Dear TAPAS MIRDA

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Kharagpur. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 1.09.2019 at 10 AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CONFORMED COPY

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9093023253 (Sales), 9933055538 (Service), E-mail : bap@bhandaribabes.co.in
CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 1.8.2019

Dear SUPHAL GHARA

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Contai . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

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

Sincerely,

HR Manager
HR department
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PAZUMBASAR, WARD NO. 19 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist. : Purba Medinipur, PIN- 721636, West Bengal
Ph. 9860833253 (Sales), 9933855538 (Service), E-mail : bapthaldia@yahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 1.8.2019

Dear SUBHAJIT MANDAL

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Tamluk . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 03.8.2019 at 10 AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISADAL RAJ COLLEGE

LUMAX

Appointment Letter

Debrata Sen
Sutahata, Purba Medinipur,
West Bengal

Dear Debrata Sen,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 1st September, 2019.
-Compensation: 14000/- per month.

Please report to the Bangaluru on 01/09/2019 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

HR of Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Krisnendu Santra
Sabang, Paschim Medinipur,
West Bengal

Dear Krisnendu Santra,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 1st September, 2019.
-Compensation: 14000/- per month.

Please report to the Bangaluru on 01/09/2019 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,
HR Manager
Lumax Industries Ltd
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

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PRINCIPAL
MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Santanu Maity
Nandakumar, Purba Medinipur,
West Bengal

Dear Santanu Maity,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 1st September, 2019.
-Compensation: 14000/- per month.

Please report to the Bangaluru on 01/09/2019 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MARISHADEVI RAI COLLEGE

LUMAX

Appointment Letter

Sk Faridul Islam
Mahishadal, Purba Medinipur,
West Bengal

Dear Sk Faridul Islam,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 1st September, 2019.
-Compensation: 14000/- per month.

Please report to the Bangaluru on 01/09/2019 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

HR Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Suman Chakraborty
Tamluk, Purba Medinipur,
West Bengal

Dear Suman Chakraborty,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 1st September, 2019.
-Compensation: 14000/- per month.

Please report to the Bangaluru on 01/09/2019 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

26.8.19.

HR of Manager
Lumax Industries Ltd.
Bangalore
Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Rakes Das
Badurai, North 24 Parganas,
West Bengal

Dear Rakes Das,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 1st September, 2019.
-Compensation: 14000/- per month.

Please report to the Bangaluru on 01/09/2019 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,
26.8.19.
HR of Manager
Lumax Industries Ltd
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHESHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Anjan Mondal
Haldia, Purba Medinipur,
West Bengal

Dear Anjan Mondal,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 1st September, 2019.
-Compensation: 14000/- per month.

Please report to the Bangaluru on 01/09/2019 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,
HR & Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Bhabani Prasad Hazari

Address:-

Sutahata,
Purba Medinipur,
West Bengal, 721635

Dear Mr. Bhabani Prasad Hazari

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 03, 2019. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01.08.2019

Authorised Signatory

ATTESTED

PRINCIPAL
MANISHADAL BAR COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Arjun Bhunia

Address:-

Mahishadal,
Purba Medinipur,
West Bengal, 721628

Dear Mr. Arjun Bhunia

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 01, 2019. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

01.08.2019

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Amalendu Giri

Address:-

Tamluk,
Purba Medinipur,
West Bengal, 721636

Dear Mr. Amalendu Giri

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 03, 2019. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01.08.2019

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Debasish Samanta

Address:-

Mahishadal,
Purba Medinipur,
West Bengal, 721628

Dear Mr. Debasish Samanta,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 03, 2019. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01-08-2019

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RM COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Mustafijur Rhaman

Address:-

Mahishadal,
Purba Medinipur,
West Bengal, 721636

Dear Mr. Mustafijur Rhaman,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 03, 2019. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01.08.2019

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Sanjib Sinha

Address:-

Mahishadal,
Purba Medinipur,
West Bengal, 721628

Dear Mr. Sanjib Sinha,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 01, 2019. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely, 01.08.2019

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Mrinal Kanti Samanta

Address:-

Pataspur,
Purba Medinipur,
West Bengal, 721439

Dear Mr. Mrinal Kanti Samanta,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 01, 2019. The starting salary is Rs 186000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01.08.2019

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Bapan Patra

Address:-

Haldia,
Purba Medinipur,
West Bengal, 721602

Dear Mr. Bapan Patra,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 01, 2019. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01 08 2019

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Akshay Pradhan

Address:-

Nndakumar,
Purba Medinipur,
West Bengal, 721648

Dear Mr. Akshay Pradhan,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 03, 2019. The starting salary is Rs 180000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01.08.2019

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Panchanan Das

Address:-

Tamluk,
Purba Medinipur,
West Bengal, 721658

Dear Mr. Panchanan Das,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 03, 2019. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01 · 08 · 2019

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Saikat Mahapatra

Address:-

Kolaghat,
Purba Medinipur,
West Bengal, 721134

Dear Mr. Saikat Mahapatra,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 03, 2019. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01-08-2019

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Gopal Pramanik

Address:-

Mahishadal,
Purba Medinipur,
West Bengal, 721628

Dear Mr. Gopal Pramanik,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 03, 2019. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01.08.2019

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia Group

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Abhijit Kumar Patra

Address:-

Haldia,
Purba Medinipur,
West Bengal, 721602

Dear Mr. Abhijit Kumar Patra,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 01, 2019. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01-08-2019

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Dipankar Mandal

Address:-

Tamluk,
Purba Medinipur,
West Bengal, 721658

Dear Mr. Dipankar Mandal,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 03, 2019. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

01-08-2019

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Nilambar Hembram

Address:-

Tamluk,
Purba Medinipur,
West Bengal, 721151

Dear Mr. Nilambar Hembram,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 03, 2019. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

01.08.2019

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Amit Maity

Address:-

Mahishadal,
Purba Medinipur,
West Bengal, 721628

Dear Mr. Amit Maity,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 03, 2019. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01-08-2019

Authorised Signatory

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Chandan Kumar Das

Address:-

Tamluk,
Purba Medinipur,
West Bengal, 721627

Dear Mr. Chandan Kumar Das,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 03, 2019. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

01-08-2019

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Sharup Sardar

Address:-

Mahishadal,
Purba Medinipur,
West Bengal, 721628

Dear Mr. Sharup Sardar,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 01, 2019. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01-08-2019

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (NH-41), P.O. - P.S. - Nandakumar, Purba Medinipur,
Pin-721632,West Bengal, India
E-mail: deengwk@rediffmail.co.in Mob: 8170819904
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear SUBRATA JANA

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 96000/- Per Annum.

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 5.08.2019 At 9AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager
HR Manager
Deshpriya Engineering Workshop

Deshpriya Engineering Workshop

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (NH-41), P.O – P.S.- Nandakumar, Purba Medinipur,
Pin-721632,West Bengal, India
E-mail: deseng4u@yahoo.co.in Mob: 8170819984
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear SHIV SANKAR MAL

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at **Deshpriya Engineering Workshop**. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 96500/- Per Annum.

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 02.09.2019 AT 9AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager

HR Manager
Deshpriya Engineering Workshop

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (NH-41), P.O - P.S.- Nandakumar, Purba Medinipur,
Pin-721632,West Bengal, India
E-mail: deengwkssg@yahoo.co.in Mob: 8170019884
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear AMALESH MONDAL

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 96000/- Per Annum.

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 02.09.2019 At 9AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager

HR Manager
Deshpriya Engineering Workshop

Deshpriya Engineering Workshop
Sridharpur

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (NH-41), P.O + P.S - Nandakumar, Purba Medinipur,
Pin-721632,West Bengal, India
E-mail: desengwks@yahoo.co.in Mob: 8170039884
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear BISWAJIT MANDAL

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 96000/- PER ANNUM.

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 02.09.2019 at 9AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by:
HR Manager

HR Manager
Deshpriya Engineering Workshop

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

DESHPRIYA ENGG. WORKSHOP

Vill- Sridharpur (MI-41), P.O + P.S.- Nandakumar, Purba Medinipur.
Pin-721632,West Bengal, India
E-mail: deswnwksp@yahoo.co.in Mob: 8170039804
(Authorized Dealer of Eicher Motors)

EICHER

Subject: Appointment Letter for the post of Service Technician

Dear BRIHASPATI BERA

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 96000/- Per Annum.

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 05.09.2019 At 9AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager

HR Manager
Deshpriya Engineering Workshop

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (NH-41), P.O + P.S.- Nandakumar, Purba Medinipur,
Pin-721632,West Bengal, India
E-mail: desengwksp@yahoo.co.in Mob: 8170039904
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear DEBENDRA PRASAD GURIA

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 96000/- Per Annum.

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 05.08.2019 At 9 AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager
HR Manager
Deshpriya Engineering Workshop

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (NH-41), P.O + P.S.- Nandakumar, Purba Medinipur,
Pin-721632,West Bengal, India
E-mail: desengwks@yahoo.co.in Mob: 8170039904
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear PRASENJIT DAS

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 960000/- Per Annum.

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 05.9.2019 at 10AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave besefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager

HR Manager
Deshpriya Engineering Workshop

Deshpriya Engineering Workshop

ATTESTED
MAHISHADAL

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (NH-41), P.O + P.S.- Nandakumar, Purba Medinipur,
Pin-721632,West Bengal, India
E-mail: deseng@yahoo.co.in Mob: 8170039904
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear SOMNATH MANNA

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 96000/- Per Annum.

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 05-08-2019 At 10AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager

HR Manager
Deshpriya Engineering Workshop

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800023253 (Sales), 9933966530 (Service), E-mail : bapltd@yahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 30.3.2022

Dear SANTU DUTTA

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Tamluk. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 01.4.2022 at 10AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.

(Passenger Car Division)

Authorised Maruti Dealer

PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,

P.O.+P.S. : Tamluk, Dist.- Purba Medinipur, PIN- 721636, West Bengal

Ph. 9800023253 (Sales), 9933955538 (Service), E-mail : bap@rediffmail.com

CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 01. 4. 2022

Dear BIJOYNATH HALDER

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Kharagpur. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 04.4.2022 at 10AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager

HR Manager
Bhandari Automobiles Pvt. Ltd.

Bhandari Automobiles Pvt. Ltd. Tamluk

CUSTOMER FOR LIFE

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.

(Passenger Car Division)
Authorised Maruti Dealer
PABUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist. : Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800823253 (Sales), 9933095518 (Service), E-mail : bapholdi@yahoo.co.in
CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 1.4.2022

Dear TARASANKAR DEY

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Contai . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 5.4.2022 at 10 A.M . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.

(Passenger Car Division)

Authorised Maruti Dealer

PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,

P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal

Ph. 9800021253 (Sales), 8033055538 (Service), E-mail : bap@haldiahyaba.co.in

CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 01.4.2021

Dear AYAN CHAKRABORTY.

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Contai . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 5.4.2021 at 10AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager

HR Manager

Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.

(Passenger Car Division)

Authorised Maruti Dealer

PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,

P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal

Ph. 9080023253 (Sales), 9933695638 (Service), E-mail : bapltd@yahoo.co.in

CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 1.4.2022

Dear NITYANANDA RAHA.

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Kharagpur. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 5.4.2022 at 10 AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager

HR Manager

Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.

(Passenger Car Division)

Authorised Maruti Dealer

FADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,

P.O.+P.S. : Tamluk, Dist.: Purba Medinipur. PIN- 721636, West Bengal

Ph. 9800022253 (Sales), 9933065938 (Service), E-mail : bagbhai@yahoo.co.in

CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 1-4.2022

Dear AKASH SAHA

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Contract . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9,000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 5-4.2022 at 10AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager

HR Manager

Bhandari Automobiles Pvt. Ltd.

Bhandari Automobiles Pvt. Ltd. Tamluk

CUSTOMER FOR LIFE

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9609023253 (Sales), 9933655538 (Service), E-mail : bap@haldia@yahoo.co.in
CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 26.3.2022

Dear SAHARUK HOSSAIN

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Tamluk. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 01.4.2022 at 10 AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.

(Passenger Car Division)

Authorised Maruti Dealer

PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,

P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal

Ph. 9800021253 (Sales), 9933055538 (Service), E-mail : bagheldeltyahoo.co.in

CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 28.3.2022

Dear HASANUD JAMAN

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Tamluk . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 1-4.2022 at 10 AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAR, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800031353 (Sales), 9933055538 (Service), E-mail : bapthaldia@yahoo.co.in
CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 28.3.2022

Dear PRABHAS CHANDRA GAYALI

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Kharagpur. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 4.4.2022 at 10AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800033253 (Sales), 9933055538 (Service), E-mail : baptholdia@yahoo.co.in
CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 1.4.2022

Dear ARNAB DEBNATH

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** KHOJAGANJ. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of : 9000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 4.4.2022 at 10AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.

(Passenger Car Division)

Authorised Maruti Dealer

PASUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,

P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN - 721636, West Bengal

Ph. 9800823253 (Sales), 9832865538 (Service), E-mail : bapl[illegible]

CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 28.3.2022

Dear RAHUL DAS

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Tamluk. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 1.4.2022 at 10AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager

HR Manager

Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN - 721636, West Bengal
Ph. 9800023553 (Sales), 9933055538 (Service), E-mail : bapltaml@yahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 28.3.2022

Dear ANKUR PRADHAN

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Tamluk. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 1.4.2022 at 10AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Sounav Paul
Haldia, Purba Medinipur,
West Bengal

Dear Sounav Paul,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd May, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 02/05/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely, 25.4.2022

HR & Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

ATTESTED
PRINCIPAL
MANDSHADAL KAI COLLEGE

DK JAIN
GROUP

LUMAX

Appointment Letter

Rahul Pratihar
Arambagh, Hooghly,
West Bengal

Dear Rahul Pratihar,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd May, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 01/05/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely, 25.4.2022

Lumax Industries Limited
Plot No 68, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

ATTESTED
PRINCIPAL
RAMANAGARA DIST COLLEGE

DK JAIN
GROUP

LUMAX

Appointment Letter

Subhadip Kundu
Goghat, Hooghly,
West Bengal

Dear Subhadip Kundu,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd May, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 02/05/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

22.4.2022

HR cl Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 68, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

Lumax Industries Ltd.

ATTESTED
PRINCIPAL
MANISHADAN RAI COLLEGE

DK JAIN
GROUP

LUMAX

Appointment Letter

Abhijit Kundu
Goghat, Hooghly,
West Bengal

Dear Abhijit Kundu,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd May, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 02/05/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

HR of Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

ATTESTED
PRINCIPAL
VISVESVARAYA NAI COLLEGE

DK JAIN
GROUP

LUMAX

Appointment Letter

Pritam Pratihar
Arambagh, Hooghly,
West Bengal

Dear Pritam Pratihar,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd May, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 02/05/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

25.4.2022

HR & Manager
Lumax Industries Ltd
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE
DR JAIN GROUP

LUMAX

Appointment Letter

Souvik Dey
Arambagh, Hooghly,
West Bengal

Dear Souvik Dey,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd May, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 02/05/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

HR of Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 68, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Arindam Bhowmik
Sutahata, Purba Medinipur,
West Bengal

Dear Arindam Bhowmik,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd May, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 02/05/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

25.4.2022

HR of Manager
Lumax Industries Ltd

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED

PRINCIPAL
MAHESHWARI NAI COLLEGE

LUMAX

Appointment Letter

Aninesh Barman
Sutahata, Purba Medinipur,
West Bengal

Dear Aninesh Barman,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd May, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 02/05/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

HR & Manager
Lumax Industries Ltd.

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHESHADAL RAI COLLEGE

LUMAX

Appointment Letter

Sujit Das
Mahishadal, Purba Medinipur,
West Bengal

Dear Sujit Das,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd May, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 02/05/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

25.4.2022

HR cf Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Arup Das
Amlajorah, Paschim Barddhaman,
West Bengal

Dear Arup Das,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd May, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 02/05/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

25.4.2022

HR & Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Ajoy Das

Address:-

Amlajorah,
Paschim Barddhaman,
West Bengal,

Dear Mr. Ajoy Das

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be April 01, 2022. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTORS LTD.

28.03.2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Swapnadip Nandi

Address:-

Goighat,
Hooghly.
West Bengal

Dear Mr. Swapnadip Nandi

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be April 05, 2022. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

06-03-2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Arun Prasad Maity

Address:-

Mahishadal,
Purba Medinipur,
West Bengal

Dear Mr. Arun Prasad Maity,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be April 05, 2022. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

28.03.2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Shibsankar Bhowmik

Address:-

Tamluk,
Purba Medinipur,
West Bengal

Dear Mr. Shibsankar Bhowmik,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be April 05, 2022. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

28.03.2022

Authorised Signatory

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Sk Sanewaj

Address:-

Tamluk,
Purba Medinipur,
West Bengal

Dear Mr. Sk Sanewaj,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be April 10, 2022. The starting salary is Rs 106000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

28-03-2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Susovan Maity

Address:-

Contai,
Purba Medinipur,
West Bengal

Dear Mr. Susovan Maity,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be April 10, 2022. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

28.03.2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Nilaj Kumar Pradhan

Address:-

Mahishadal,
Purba Medinipur,
West Bengal

Dear Mr. Nilaj Kumar Pradhan,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be April 10, 2022. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

08.03.2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Raju Samanta

Address:-

Sutahata,
Purba Medinipur,
West Bengal

Dear Mr. Raju Samanta,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be April 05, 2022. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

28 03 2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Amit Kumar Jana

Address:-

Nandakumar,
Purba Medinipur,
West Bengal

Dear Mr. Amit Kumar Jana,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be April 05, 2022. The starting salary is Rs 100000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

28-03-2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Gouranga Samanta

Address:-

Nandakumar,
Purba Medinipur,
West Bengal.

Dear Mr. Gouranga Samanta,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be April 01, 2022. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

28.03.2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Soumen Bera

Address:-

Haldia,
Purba Medinipur,
West Bengal

Dear Mr. Soumen Bera,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be April 01, 2022. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

08.03.2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Bidyut Ghosal

Address:-

Tamluk,
Purba Medinipur,
West Bengal

Dear Mr. Bidyut Ghosal,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be April 01, 2022. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

28.03.2022

Authorised Signatory

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Sayed Ikbal Ali

Address:-

Sutahata,
Purba Medinipur,
West Bengal

Dear Mr. Sayed Ikbal Ali,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be April 01, 2022. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR SOLE PROPRIETOR

28-03-2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Rahul Guchhait

Address:-

Nandakumar.
Purba Medinipur.
West Bengal

Dear Mr. Rahul Guchhait,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be April 01, 2022. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

14-02-2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Sk Mustak Ahamed

Address:-

Haldia,
Purba Medinipur,
West Bengal

Dear Mr. Sk Mustak Ahamed,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be April 10, 2022. The starting salary is Rs 100000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

28-02-2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Soumitra Dhara

Address:-

Mahishadal,
Purba Medinipur,
West Bengal

Dear Mr. Soumitra Dhara,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be April 10, 2022. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

05.04.2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Amiya Parua

Address:-

Sutahata,
Purba Medinipur,
West Bengal

Dear Mr. Amiya Parua,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be April 01, 2022. The starting salary is Rs 108000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR PVT. LTD. 14.2021

Authorised Signatory

ATTESTED

PRINCIPAL
MOHITEARDAL JAI COLLEGE

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (NH-41), P.O + P.S. - Nandakumar, Purba Medinipur,
Pin-721632, West Bengal, India
E-mail: desengwksh@yahoo.co.in Mob: 8170039904
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear SK. OSMAN ALI

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 102000/- Per Annum.

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 05.4.2022 at 10 AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

ATTESTED

Signed by
HR Manager
HR Manager
Deshpriya Engineering Workshop

MAHESHADAS

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (NH-41), P.O + P.S.- Nandakumar, Purba Medinipur,
Pin-721632,West Bengal, India
E-mail: deengwks@yahoo.co.in Mob: 8170079804
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear DEBANGSHU SEKHAR DAS.

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 102000/- Per Annum.

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 05.4.2022 At 10 AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager
HR Manager
Deshpriya Engineering Workshop

Deshpriya Engineering Workshop

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sriharpur (NH-41, P.O + P.S.- Nandakumar, Purba Medinipur,
Pin-721632, West Bengal, India
E-mail: deengwk@yahoo.co.in Mob: 8170019904
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear ARPAN GURIA

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 102000/- Per Annum.

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 05.4.2022 At 10 AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager
HR Manager
Deshpriya Engineering Workshop

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (NH-41), P.O + P.S.- Nandakumar, Purba Medinipur,
Pin-721632,West Bengal, India
E-mail: desengwks@yahoo.co.in Mob: 9170039904
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear SANDIP SAHOO

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 102000/- Per Annum.

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 05.4.2022 At 10 AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager

HR Manager
Deshpriya Engineering Workshop

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

BOSCH

DAS DIESEL

BOSCH AUTHORISED WORKSHOP

MORAM RASTA, DEBHOG, HALDIA, PURBA MEDINIPUR, WEST BENGAL, PIN- 721657

Name of the Employee: SUMAN BAIRAGI **Date:** 09/01/2023

Address of the Employee: DIAMOND HARBOUR, SOUTH 24 PARGANAS

Greetings Mr. / ~~Ms.~~ / ~~Mrs.~~ Suman Bairagi

Sub: Letter of Appointment

Regarding your application for a job with **Das Diesel**, as well as the subsequent interviews you held with us, We are pleased to offer you a position as Technician in our company.

Appointment: Your appointment as Technician began on 10/04/2022, and you will be on probation for six (6) months following your appointment.

Remuneration: Your monthly remuneration is 8000/-

Workplace: Your first assignment will be at the Organization's Unit in Haldia, West Bengal. You may, however, be relocated to another place due to organisational requirements.

We warmly welcome you to the **Das Diesel** family and wish you every success in your work with us.

Sincerely,

DAS DIESEL HALDIA

For **Das Diesel**

Authorized Signatory

Declaration and Acceptance

I thus recognise and agree to the terms and conditions of this Letter, and I further affirm and declare that I will comply with the terms and conditions set out above.

ATTESTED

PRINCIPAL MANIKCHAK MAHAVIDYALAYA COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
ISO: 9001 2008 Certified
Authorized Dealer – Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite – 8, Kolkata – 700 017
Tel.: +91 33 2282 1349 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe
RAMPRASAD SAMANTA
Date: 03-05-2022

Address of the Employee: TAMLUK, PURBA MEDINIPUR

Greetings, Mr./Mrs. RAMPRASAD SAMANTA

It is my pleasure to confirm an appointment with our organisation as "TECHNICIAN" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 102000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.

Working Hours: The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.

Leaves: Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.

Location for Employment: Your initial place of employment will be Haldia, West Bengal.

Notice Period: You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOTIVES

SHREE AUTOMOTIVE PVT. LTD. HALDIA

Ramprasad Samanta
Employee Signature

ATTESTED
PRINCIPAL
MAHISADAL RAI COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUWBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800833263 (Sales), 9933855538 (Service), E-mail : bapilkolkata@yahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 28.3.2022

Dear SANGRAM SHAIKH

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Tamluk. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 1.4.2022 at 10 AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED

MAHISADAL COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN. 721636, West Bengal
Ph. 9800023253 (Sales), 9933065538 (Service), E-mail : bay[illegible]@yahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 28.3.2022

Dear SOURAV MONDAL

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Tamluk. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 1.4.2022 at 10 AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED

Bhandari Automobiles Pvt. Ltd.

(Passenger Car Division)
Authorised Maruti Dealer
PAJUMBASAN, WARD NO. 18 OF TAMLUK MUNICIPALITY
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800821253 (Sales), 9830966538 (Service), E-mail : bapltd4lin@yahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 1.4.2022

Dear SK. AJIMUL HOSSAIN

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Howrah . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 4.4.2022 at 10 AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.

(Passenger Car Division)

Authorised Maruti Dealer

PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,

P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal

Ph. 9800623263 (Sales), 9933055538 (Service), E-mail : bapfhoddle@yahoo.co.in

CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 1.4.2022

Dear MINTU PRAMANIK

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Contai . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 5.4.2022 at 10AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager

HR, Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.

(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist. : Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800023253 (Sales), 9933065538 (Service), E-mail : bapfhaldia@bahes.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 30.4.2022

Dear AMRITA MANDAL

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Kharagpur. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 3,000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 02.5.2022 at 10 AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
Bhandari Automobiles Pvt. Ltd.

Bhandari Automobiles Pvt. Ltd. Haldia

CUSTOMER FOCUSED

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.

(Passenger Car Division)

Authorised Maruti Dealer

PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,

P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal

Ph. 9609023253 (Sales), 9933055538 (Service), E-mail : bap@maildiallyahoo.co.in

CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 1.4.2022

Dear JAGADISH MONDAL

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Haldia . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 4.4.2022 at 10 AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager

HR Manager

Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Abhijit Ghosh
Arambagh, Hooghly,
West Bengal

Dear Abhijit Ghosh,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd June, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 01/06/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,
HR & Manager
Lumax Industries Ltd

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAUDSHADAL KAN COLLEGE

LUMAX

Appointment Letter

Subhajyoti Maiti
Goghat, Hooghly,
West Bengal

Dear Subhajyoti Maiti,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd June, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 01/06/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

HR & Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHESHWARI LAW COLLEGE

LUMAX

Appointment Letter

Subhasish Pradhan
Daspur, Paschim Medinipur,
West Bengal

Dear Subhasish Pradhan,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd June, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 01/06/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

28.5.2022

HR cf Manager
Lumax Industries Ltd.

Lumax Industries Limited
Plot No 60, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Amar Mondal
Daspur, Paschim Medinipur,
West Bengal

Dear Amar Mondal,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd June, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 01/06/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely, 28.5.2022

HR of Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

Lumax Industries Pvt. Ltd. Bangalore

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RM COLLEGE

LUMAX

Appointment Letter

Anik Maiti
Sutahata, Purba Medinipur,
West Bengal

Dear Anik Maiti,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd June, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 01/06/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RM COLLEGE

LUMAX

Appointment Letter

Sudip Kumar Biswas
Goghat, Hooghly,
West Bengal

Dear Sudip Kumar Biswas,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd June, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 01/06/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely, 20.5.2022

HR Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Diptayan Pal
Goghat, Hooghly,
West Bengal

Dear Diptayan Pal,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd June, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 01/06/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

HR Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Kaushik Dey
Goghat, Hooghly,
West Bengal

Dear Kaushik Dey,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd June, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 01/06/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

20.5.2022

Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Mayukh Samanta
Moyna, Purba Medinipur,
West Bengal

Dear Mayukh Samanta,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd June, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 01/06/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

29.5.2022

HR cf Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

Lumax Industries Ltd. Bangalore

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MARISHADAL

LUMAX

Appointment Letter

Babusona Das
Moyna, Purba Medinipur,
West Bengal

Dear Babusona Das,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd June, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 01/06/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,
20.5.2022
HR & Manager
Lumax Industries Ltd.

Lumax Industries Limited
Plot No 68, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RM

LUMAX

Appointment Letter

Gurupada Mandal
Moyna, Purba Medinipur,
West Bengal

Dear Gurupada Mandal,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd June, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 01/06/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

HR & Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RAJ CO...

LUMAX

Appointment Letter

Joydeb Maity
Panskura, Purba Medinipur,
West Bengal

Dear Joydeb Maity,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd June, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 01/06/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,
20.5.2022
HR & Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Saklin Mondal
Falta, South 24 Parganas,
West Bengal

Dear Saklin Mondal,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd June, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 01/06/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

28.5.2022

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Mahammed Aziz
Daspur, Paschim Medinipur,
West Bengal

Dear Mahammed Aziz,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd June, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 01/06/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely, 20.5.2022

HR & Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MANISHADAL GU COLLEGE

LUMAX

Appointment Letter

Arindam Karan
Chandipur, Purba Medinipur,
West Bengal

Dear Arindam Karan,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd June, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 01/06/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

28.5.2022

HR & Manager
Lumax Industries Ltd
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Chandan Bera
Tamluk, Purba Medinipur,
West Bengal

Dear Chandan Bera,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 2nd June, 2022.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 01/06/2022 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

20.5.2022

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Sasanka Samanta

Address:-

Tamluk,
Purba Medinipur.
West Bengal.

Dear Mr. Sasanka Samanta,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be June 10, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

31.06.2022

Authorised Signatory

ATTESTED

PRINCIPAL

MAHISHADAL

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Suvendu Hazra

Address:-

Tamluk,
Purba Medinipur,
West Bengal.

Dear Mr. Suvendu Hazra,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be June 10, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year; then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01.06.2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Swarup Das

Address:-

Tamluk,
Purba Medinipur,
West Bengal.

Dear Mr. Swarup Das,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be June 10, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

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If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

31-06-2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Brajagopal Panda

Address:-

Mahishadal,
Purba Medinipur,
West Bengal.

Dear Mr. Brajagopal Panda,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be June 10, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01.06.2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Rajkumar Jana

Address:-

Panskura,
Purba Medinipur,
West Bengal.

Dear Mr. Rajkumar Jana,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be June 10, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

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If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

01.06.2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Utpal Barman

Address:-

Mathabhanga,
Cooch Bihar,
West Bengal

Dear Mr. Utpal Barman,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be June 10, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01.06.2022

Authorised Signatory

ATTESTED

PRINCIPAL
MANDIRADAL SM COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Sanjay Das

Address:-

Mathabhanga,
Cooch Bihar,
West Bengal

Dear Mr. Sanjay Das,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be June 10, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01.06.2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Goutam Mondal

Address:-

Haldia,
Purba Medinipur,
West Bengal,

Dear Mr. Goutam Mondal,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be June 10, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolmeet forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

31.06.2022

Authorised Signatory

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Ananda Maity

Address:-

Haldia,
Purba Medinipur,
West Bengal.

Dear Mr. Ananda Maity,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be June 10, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our campany's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01.06.2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Sayan Kar

Address:-

Mahishadal,
Purba Medinipur,
West Bengal,

Dear Mr. Sayan Kar,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be June 10, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01.06.2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Haripada Kar

Address:-

Kolaghat,
Purba Medinipur,
West Bengal,

Dear Mr. Haripada Kar,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be June 10, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

01-06-2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Suman Maity

Address:-

Bhagbanpur,
Purba Medinipur,
West Bengal,

Dear Mr. Suman Maity,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be June 10, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

05.06.2022

Authorised Signatory

ATTESTED

PRINCIPAL
MANIRAMDAI JAI COLLEGE

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (NH-41), P.O + P.S.- Nandakumar, Purba Medinipur,
Pin-721632,West Bengal, India
E-mail: deengwks@yahoo.co.in Mob: 8170039908
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear JAGANNATH DAS

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 1,10000/- Per Annum.

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 15-6-2022 at 10 AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager
HR Manager
Deshpriya Engineering Workshop

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (NH-41), P.O + P.S.- Nandakumar, Purba Medinipur,
Pin-721632,West Bengal, India
E-mail: deengwksp@yahoo.co.in Mob: 8170039904
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear CHANDRA SEKHAR BHUNIA

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 1,14000/- PER ANNUM

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 15.6.2022 at 10 AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager
HR Manager
Deshpriya Engineering Workshop

Deshpriya Engineering Workshop

APPROVED

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (NH-41), P.O + P.S - Nandakumar, Purba Medinipur,
Pin-721632,West Bengal, India
E-mail: deengwks@yahoo.co.in Mob: 8178039904
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear SANJOY KUMAR MAITY

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 1,14,000/- Per Annum.

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 15-6-2022 at 10AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager

HR Manager
Deshpriya Engineering Workshop

ATTESTED
PRINCIPAL
MAHISHADAL

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (MI-41), P.O + P.S.- Nandakumar, Purba Medinipur,
Pin-721632,West Bengal, India
E-mail: deseng0ks@yahoo.co.in Mob: 8170019904
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear SOUMEN DAS

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 1,19000/- Per Annum

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 15-6-2022 at 10AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager
HR Manager
Deshpriya Engineering Workshop

ATTESTED

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (NH-41), P.O + P.S.- Nandakumar, Purba Medinipur,
Pin-721632,West Bengal, India
E-mail: deseng[illegible]@yahoo.co.in Mob: 8170019904
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear PARTHA KHATUA

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 1,14,000/- Per Annum.

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 15-6-2022 at 10AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager
HR Manager
Deshpriya Engineering Workshop

ATTESTED
PRINCIPAL
MAHISHADAL

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (NH-41), P.O + P.S.- Nandakumar, Purba Medinipur,
Pin-721632,West Bengal, India
E-mail: deengwks@yahoo.co.in Mob: 8178019984
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear RAJIB BHAKTA

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 1,14000/- Per Annum.

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 15.6.2022 at 10 AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party [you or the company] to terminate the employment relationship at any time, with or without cause or notice.

ATTESTED

Signed by
HR Manager

HR Manager
Deshpriya Engineering Workshop

BOSCH

DAS DIESEL

BOSCH AUTHORISED WORKSHOP

MOHAM HATTA, DEBROG, HALDIA, PURBA MEDINIPUR, WEST BENGAL, PIN-721657

Name of the Employee: SAMARESH PRADHAN **Date:** 01.7.2022

Address of the Employee: NAMKHANA
SOUTH 24 PARGANAS.

Greetings Mr. / Mrs. / Ms. Samaresh Pradhan,

Sub: Letter of Appointment

Regarding your application for a job with **Das Diesel**, as well as the subsequent interviews you held with us. We are pleased to offer you a position as Technician in our company.

Appointment: Your appointment as Technician began on 02.07.2022 and you will be on probation for six (6) months following your appointment.

Remuneration: Your monthly remuneration is 8800/-

Workplace: Your first assignment will be at the Organization's Unit in Haldia, West Bengal. You may, however, be relocated to another place due to organisational requirements.

We warmly welcome you to the **Das Diesel** family and wish you every success in your work with us.

Sincerely,

For **Das Diesel**,

Authorized Signatory

Declaration and Acceptance

I thus recognise and agree to the terms and conditions of this Letter, and I further affirm and declare that I will comply with the terms and conditions set out above.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

BOSCH

DAS DIESEL

BOSCH AUTHORISED WORKSHOP

MOBAR RAITA, DEBHOG, HALDIA, PURBA MEDINIPUR, WEST BANGAL, PIN- 721657

Name of the Employee: ANUPAM MAJI **Date:** 01.7.2022

Address of the Employee: MAHISHADAL
PURBA MEDINIPOR.

Greetings Mr. / ~~Mrs~~ / ~~Ms~~ Anupam Maji

Sub: Letter of Appointment

Regarding your application for a job with **Das Diesel**, as well as the subsequent interviews you held with us. We are pleased to offer you a position as Technician in our company.

Appointment: Your appointment as Technician began on 01.7.2022, and you will be on probation for six (6) months following your appointment.

Remuneration: Your monthly remuneration is 3800/-

Workplace: Your first assignment will be at the Organization's Unit in Haldia, West Bengal. You may, however, be relocated to another place due to organisational requirements.

We warmly welcome you to the **Das Diesel** family and wish you every success in your work with us.

Sincerely,

DAS DIESEL HALDIA

For **Das Diesel**,

Authorized Signatory

Declaration and Acceptance

I thus recognise and agree to the terms and conditions of this Letter, and I further affirm and declare that I will comply with the terms and conditions set out above.

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
ISO 9001:2008 Certified
Authorised Dealer – Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite – 8, Kolkata – 700 017
Tel.: +91-33-2282 1349 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe SOURAV MAITY

Date: 05-07-2022

Address of the Employee: TAMLUK
PURBA MEDINIPUR.

Greetings, Mr./Mrs. SOURAV MAITY.

It is my pleasure to confirm an appointment with our organisation as " TECHNICIAN. " on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 114000 /- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.

Working Hours: The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.

Leaves: Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.

Location for Employment: Your initial place of employment will be Haldia, West Bengal.

Notice Period: You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOTIVE

Sourav Maity
Employee Signature

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO 9001:2008 Certified)
Authorised Dealer : Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite - 8, Kolkata - 700 017
Tel : +91 33 2282 1349 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe SOUMYADIP BHUNIA

Date: 05.07.2022

Address of the Employee: NANDAKUMAR
PURBA MEDINIPUR.

Greetings, Mr./Mrs. SOUMYADIP BHUNIA.

It is my pleasure to confirm an appointment with our organisation as "TECHNICIAN" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 119,000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: **A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.**

Working Hours: **The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.**

Leaves: **Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.**

Location for Employment: **Your initial place of employment will be Haldia, West Bengal.**

Notice Period: **You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.**

Yours Truly

HR Manager

Soumyadip Bhunia
Employee Signature

ATTESTED

ATTESTED

PRINCIPAL

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAR, WARD NO. 18 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist. : Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800923253 (Sales), 9933955538 (Service), E-mail : bapltd@yahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 1. 4. 2022

Dear ABBASUDDIN BHANGE

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Contoi . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary 9000/-

- **Benefit A (Casual Leave of 12 days per annum)**
- **Benefit B (Employer State Insurance Corporation ESIC Coverage)**

We would like you to start work on 5.4.2022 at 10 AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Administrator
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.

(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800921253 (Sales), 9933055538 (Service), E-mail : bapthamluk@yahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 30.3.2022

Dear SK. ABDUL RAHEM

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Tamluk. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary : 7000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 1.4.2022 at 10 AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN: 721636, West Bengal
Ph. 9800021353 (Sales), 9933055538 (Service), E-mail : bagbuildallyahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 30.4.2022

Dear NAZMUL HAQUE MOLLA

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD,** Haldia . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of ₹ 9000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 2.5.2022 at 10 A.M . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL ESI COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PAGUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O. - P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9609922153 (Sales), 9933955538 (Service), E-mail : bap@bhandaliyahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 1-4-2022

Dear BAPI MOLLA

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Centrai . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of ₹ 10000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 15.4.2022 at 10AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RN COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PAGUMBASAN, WARD NO. 19 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist. : Purba Medinipur, PIN- 721636, West Bengal
Ph. 9860033253 (Sales), 9933855538 (Service), E-mail : bapl[illegible]
CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 30.4.2022

Dear HRIDAY SAH

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Kharagpur . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 2.5.2022 at 10AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.

(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S.: Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800021253 (Sales), 9933055538 (Service), E-mail : bapbhandari@yahoo.co.in
CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 30.4.2022

Dear ANUPAM DAS

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Khorogpur. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary is 9500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 02.5.2022 at 10 AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.

(Passenger Car Division)

Authorised Maruti Dealer

PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,

P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal

Ph. 9800023353 (Sales), 9933065538 (Service), E-mail : bagbhandla@yahoo.co.in

CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 30.3.2021

Dear SAMARESH DAS

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Tamluk. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 1.4.2021 at 10 AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager

HR Manager

Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 18 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, Pin- 721636, West Bengal
Ph. 9860033253 (Sales), 9933055538 (Service), E-mail : top@bhandaribyabas.co.in
CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 30.3.2022

Dear RATHIN BAG

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Tamluk. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9000/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 1.4.2022 at 10 AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
MANISH

Bhandari Automobiles Pvt. Ltd.

(Passenger Car Division)

Authorised Maruti Dealer

PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,

P.O.+P.S. : Tamluk, Dist. : Purba Medinipur, PIN- 721636, West Bengal

Ph. 9800023253 (Sales), 9933055538 (Service), E-mail : bapltamluk@yahoo.co.in

CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 30.4.2022

Dear ANUPAM DERA

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Haldia . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 2.5.2022 at 10 AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager

CUSTOMER FOR LIFE

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800023233 (Sales), 9933093538 (Service), E-mail : bapl@bhandaricars.co.in
CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 8-1-2023.

Dear BISHAL DAS

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Tamluk. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 16-01-2023 at 10AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800033253 (Sales), 9933055538 (Service), E-mail : bapl@bandarihaldia.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 3.9.2021

Dear SAHIL ALAM MOLLICK

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Kharagpur. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 06.09.2021 at 10 AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MARISHADAL KU COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9996023253 (Sales), 9933055538 (Service), E-mail : bap@baldia@bzhno.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 8.1.2023.

Dear BIDHAN BISWAS

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Tamluk. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 15.1.2023 at 10AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 18 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800023253 (Sales), 9933865538 (Service), E-mail : bapbhaldia@yahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 3.9.2022

Dear PALL BHOUMIK

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Khargpur. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 6.9.2022 at 10 AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager

HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RLG COLLEGE

Bhandari Automobiles Pvt. Ltd.

(Passenger Car Division)

Authorised Maruti Dealer

PAGUMBASAN, WARD NO. 18 OF TAMLUK MUNICIPALITY,

P.O.+P.S. : Tamluk, Dist. : Purba Medinipur, PIN: 721636, West Bengal

Ph. 9800833233 (Sales), 9933955538 (Service), E-mail : bapthanla@yahoo.co.in

CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 8.1.2023

Dear TRIDEV HAZRA

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** TOMLUK . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 10.1.2023 at 10 A.M . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager

HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PAPUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800023253 (Sales), 9933855538 (Service), E-mail : bapl@abllin@yahoo.co.in
CIN – U51108WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 3.9.2022

Dear SUMANTA MONDAL

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Kharagpur . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of : 9500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 6.9.2022 at 10 AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR [illegible]
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800023353 (Sales), 9933055538 (Service), E-mail : bapbhaldia@yahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 3.9.2022.

Dear MONISANKAR ADHIKARY

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Kharagpur. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 6.9.2022 at 10 AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL LAW COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBAGAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800023253 (Sales), 9933055539 (Service), E-mail : hapkuldia@yahoo.co.in
CIN - U51109WB1994PTCDG5147

SUZUKI

APPOINTMENT LETTER

Date: 7.1.2023

Dear RAJKUMAR MAITY

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** TAMLUK. We are delighted to make you the following job offer.

The position we are offering you is that of Service Techeician at a monthly salary of 9500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 10.1.2023 at 10 AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PROPRIETOR
MANGERADAL A.M. COURTS

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PASUMBASAN, WARD NO. 19 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800623253 (Sales), 9933855538 (Service), E-mail : bap@maldia@yahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 3.9.2022

Dear BABLU SHARMA

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Kharagpur. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 9500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 6.9.2022 at 10 AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist. : Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800023253 (Sales), 9933855538 (Service), E mail : bagthakur@yahoo.co.in
CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 7.1.2023

Dear BISWAJIT BHOWMIK

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** TOWN WK. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of : 9500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 10.1.2023 at 10 A.M. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.

(Passenger Car Division)

Authorised Maruti Dealer

PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,

P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal

Ph. 9800023253 (Sales), 9933055538 (Service), E-mail : bap@bhandariautohaus.co.in

CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 3.9.2022

Dear PRASANTA BARMAN

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** KHARAGPUR. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of " 9,500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 6.9.2022 at 10AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager

HR Manager

Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED

PRINCIPAL

MATRISHADAN NAI CONVENT

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 19 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800023253 (Sales), 9933095538 (Service), E-mail : bapl[illegible]
CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 7.1.2023

Dear ALAKESH ISHORE

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** TOMLUK. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary is 9500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 16.1.2023 at 10 A.M. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Koushik Jana
Tamluk, Purba Medinipur,
West Bengal

Dear Koushik Jana,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 18th January, 2023.
-Compensation: 16000/- per month.

Please report to the Bangaluru on 17/01/2023 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

HR of Manager
Lumax Industries Ltd.

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

Lumax Industries Ltd

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Dipankar Dolui
Arambagh, Hooghly,
West Bengal

Dear Dipankar Dolui,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 18th January, 2023.
-Compensation: 16000/- per month.

Please report to the Bangaluru on 17/01/2023 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

HR & Manager
Lumax Industries Ltd.
Ramanagara

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MANGALORE COLLEGE

LUMAX

Appointment Letter

Shyamsundar Maity
Mahishadal, Purba Medinipur,
West Bengal

Dear Shyamsundar Maity,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 18th January, 2023.
-Compensation: 16000/- per month.

Please report to the Bangaluru on 17/01/2023 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

5.1.2023

HR cl Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Babusona Pal
Nandakumar, Purba Medinipur,
West Bengal

Dear Babusona Pal,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 18th January, 2023.
-Compensation: 16000/- per month.

Please report to the Bangaluru on 17/01/2023 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Suman Ghorai
Shyampur, Howrah,
West Bengal

Dear Suman Ghorai,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 18th January, 2023.
-Compensation: 15000/- per month.

Please report to the Bangaluru on 17/01/2023 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

HR & Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MANISHADAL RAI COLLEGE

LUMAX

Appointment Letter

Suvendu Maity
Contai, Purba Medinipur,
West Bengal

Dear Suvendu Maity,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 18th January, 2023.
-Compensation: 16000/- per month.

Please report to the Bangaluru on 17/01/2023 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

5.1.2023

HR GM Manager
Lumax Industries Ltd
Ramanagara

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Samaresh Maity
Freserganj Coastal, South 24 Parganas,
West Bengal

Dear Samaresh Maity,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 18th January, 2023.
-Compensation: 16000/- per month.

Please report to the Bangaluru on 17/01/2023 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

25.1.2023.

HR of Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHESHADAL RAJ COLLEGE

LUMAX

Appointment Letter

Bapan Maity
Patashpur, Purba Medinipur,
West Bengal

Dear Bapan Maity,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 18th January, 2023.
-Compensation: 16000/- per month.

Please report to the Bangaluru on 17/01/2023 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

HR cE Manager
Lumax Industries Ltd.

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHENDRA DAS RAI COLLEGE

LUMAX

Appointment Letter

Rakesh Roy
Arambagh, Hooghly,
West Bengal

Dear Rakesh Roy,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 18th January, 2023.
-Compensation: 16000/- per month.

Please report to the Bangaluru on 17/01/2023 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributons and growth within our organization.

Sincerely,

Lumax Industries Ltd
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHESHACHAL Ind. ESTATE

LUMAX

Appointment Letter

Sayan Jana
Tamluk, Purba Medinipur,
West Bengal

Dear Sayan Jana,

We are delighted to officially appoint you to the position of Operator at Lumax Industries Ltd.. We were highly impressed with your qualifications, experience, and interview performance, and we believe you will excel in this role.

Appointment Details:
-Job Title: Operator.
-Department: Production.
-Start Date: 18th January, 2023.
-Compensation: 18000/- per month.

Please report to the Bangaluru on 17/01/2023 at 11AM.

This appointment is subject to the terms and conditions outlined in the company's policies, a copy of which will be provided to you for your reference.

We eagerly anticipate your contributions and growth within our organization.

Sincerely,

HR & Manager
Lumax Industries Ltd.
Bangalore

Lumax Industries Limited
Plot No 69, 2nd Phase, Sector 2,
Ramanagara Taluk District, Bidadi Industrial Area,
Karnataka, 562109

DK JAIN
GROUP

ATTESTED
PRINCIPAL
MAHESHWARI RAI COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Barun Kumar Sattaki

Address:-

Nandakumar,
Purba Medinipur,
West Bengal

Dear Mr. Barun Kumar Sattaki,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 02, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

Authorised Signatory

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Kousik Das

Address:-

Patashpur,
Purba Medinipur,
West Bengal

Dear Mr. Kousik Das,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 02, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

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If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

29 09 2022

Authorised Signatory

ATTESTED
PRINCIPAL
MAHISHADALGAU COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Sourav Das

Address:-

Patashpur,
Purba Medinipur,
West Bengal

Dear Mr. Sourav Das,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

06.09.2022

Authorised Signatory

ATTESTED
PRINCIPAL
MAHISHADAL BAI COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Tushar Barman

Address:-

Santipur,
Nadia,
West Bengal

Dear Mr. Tushar Barman,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 02, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

29.07.2022

Authorised Signatory

ATTESTED

PROPRIETOR
MANISHA MOTORS

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Samaresh Malik

Address:-

Parshyampur,
Hooghly,
West Bengal

Dear Mr. Samaresh Malik,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 02, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

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If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

Authorised Signatory

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Nayan Ghorai

Address:-

Nandakumar,
Purba Mediniper,
West Bengal

Dear Mr. Nayan Ghorai,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

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If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

05-07-2022

Authorised Signatory

ATTESTED
PRINCIPAL
MAHESHADAY RAI COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Rakesh Jana

Address:-

Korasia,
Paschim Medinipur,
West Bengal

Dear Mr. Rakesh Jana,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

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If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

05.09.2022

Authorised Signatory

ATTESTED

Director

MAHESHADAL [illegible]

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Santanu Bera

Address:-

Haldia,
Purba Medinipur,
West Bengal

Dear Mr. Santanu Bera,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 02, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

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If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

29.07.2022

Authorised Signatory

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Saikat Kumar Paul

Address:-

Mahishadal,
Purba Medinipur,
West Bengal

Dear Mr. Saikat Kumar Paul,

Rajgarhia Motor is pleased to offer you the position of Technicion. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

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We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTORS

04-09-2022

Authorised Signatory

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Abhay Kumar Roy

Address:-

Chandipur,
Purba Medinipur,
West Bengal

Dear Mr. Abhay Kumar Roy,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 02, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

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We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

29.07.2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Chandan Jana

Address:-

Parshyampur,
Hooghly,
West Bengal

Dear Mr. Chandan Jana,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 02, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

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We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

09.07.2022

Authorised Signatory

ATTESTED

MAHITOSH BAG ADVOCATE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Soumen Jana

Address:-

Chandrakona,
Paschim Medinipur,
West Bengal

Dear Mr. Soumen Jana,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 02, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

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We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

29.07.2022

Authorised Signatory

ATTESTED

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Sukhendu Das

Address:-

Panchla,
Howrah,
West Bengal

Dear Mr. Sukhendu Das,

Rajgarhia Motor is pleased to offer you the position of Technician, Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 02, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

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We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

29.07.2022

Authorised Signatory

ATTESTED

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Sudipta Sarkar

Address:-

Santipur,
Nadia,
West Bengal

Dear Mr. Sudipta Sarkar,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

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We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

05-09-2022

Authorised Signatory

ATTESTED

MAHESHWARI & CO.

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Sovanlal Samanta

Address:-

Haldia,
Purba Medinipur,
West Bengal

Dear Mr. Sovanlal Samanta,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

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If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

05.09.2022

Authorised Signatory

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Sovan Samanta

Address:-

Haldia,
Purba Medinipur,
West Bengal

Dear Mr. Sovan Samanta,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be August 02, 2022. The starting salary is Rs 114000 per year and is paid on a monthly basis.

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We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR PVT. LTD.

17.07.2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO: 9001:2008 Certified)
Authorised Dealer – Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite – 8, Kolkata – 700 017
Tel.: +91-33 2282 1349 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employee: KISHALAY DOLUI

Date: 01.08.2022

Address of the Employee: HALDIA, PURBA MEDINIPUR

Greetings, Mr./Mrs. Kishalay Dolui

It is my pleasure to confirm an appointment with our organisation as "Technician" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 114000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: **A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.**

Working Hours: **The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.**

Leaves: **Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.**

Location for Employment: **Your initial place of employment will be Haldia, West Bengal.**

Notice Period: **You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.**

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOBILES

SHREE AUTOMOBILES
HALDIA

Kishalay Dolui
Employee Signature

ATTESTED
Principal
MAHISHADAL RAJ COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO: 9001:2008 Certified)
Authorised Dealer – Ashok Leyland
Corporate Office: Shanmukhan, 8, Camac Street,
10th Floor, Suite – 8, Kolkata – 700 017
Tel.: +91-33-2282 1349 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe ARGHYA PATTANAYAK

Date: 1.8.2022

Address of the Employee: BYABATTARHAT, PURBA MEDINIPUR

Greetings, Mr./Mrs. Arghya Pattanayak

It is my pleasure to confirm an appointment with our organisation as " Technician **" on behalf of Shree Automotive Pvt. Ltd.**

Your total CTC will be INR 114000/- **(per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.**

Probation Term: **A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.**

Working Hours: **The working hours will be** 9 **a.m. to** 6 **p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.**

Leaves: **Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.**

Location for Employment: **Your initial place of employment will be Haldia, West Bengal.**

Notice Period: **You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.**

Yours Truly

HR Manager
SHREE AUTOMOBILES

SHREE AUTOMOTIVE HALDIA

Employee Signature

ATTESTED
PRINCIPAL

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO 9001 2008 Certified)
Authorized Dealer – Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street
10th Floor, Suite – 8, Kolkata – 700 017
Tel.: +91 33 2282 [illegible] (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe SUJAY MANNA

Date: 01.08.2022

Address of the Employee: NANDAKUMAR, PURBA MEDINIPUR.

Greetings, Mr./Mrs. Sujoy Manna

It is my pleasure to confirm an appointment with our organisation as "Technician" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 114000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: **A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.**

Working Hours: **The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.**

Leaves: **Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.**

Location for Employment: **Your initial place of employment will be Haldia, West Bengal.**

Notice Period: **You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.**

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOBILES

SHREE AUTOMOBILES HALDIA

Sujoy Manna
Employee Signature

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO: 9001:2008 Certified)
Authorized Dealer - Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite - B, Kolkata - 700 017
Tel.: +91-33-2282 1349 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe MILAN BERA

Date: 01-08-2022

Address of the Employee: NANDAKUMAR, PURBA MEDINIPUR.

Greetings, Mr./Mrs. Milan Bera

It is my pleasure to confirm an appointment with our organisation as "Technician" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 114000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.

Working Hours: The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.

Leaves: Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.

Location for Employment: Your initial place of employment will be Haldia, West Bengal.

Notice Period: You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOBILES

SHREE AUTOMOBILES HALDIA

Milan Bera
Employee Signature

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO 9001:2008 Certified)
Authorised Dealer - Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite - 8, Kolkata - 700 017
Tel.: +91 33 2282 3348 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe TUHIN BERA

Date: 01.08.2022

Address of the Employee: CONTAI, PURBA MEDINIPUR.

Greetings, Mr./Mrs. Tuhin Bera

It is my pleasure to confirm an appointment with our organisation as "Technician" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 114000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.

Working Hours: The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.

Leaves: Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.

Location for Employment: Your initial place of employment will be Haldia, West Bengal.

Notice Period: You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOBILES

Tuhin Bera
Employee Signature

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO: 9001:2008 Certified)
Authorized Dealer - Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite - 8, Kolkata - 700 017
Tel.: +91 33 2282 1349 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe: TARUN KUMAR HAZRA.

Date: 05.09.2022

Address of the Employee: MECHEDA, PURBA MEDINIPUR.

Greetings, Mr./Mrs. TARUN KUMAR HAZRA.

It is my pleasure to confirm an appointment with our organisation as "Technician" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 114000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.

Working Hours: The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.

Leaves: Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.

Location for Employment: Your initial place of employment will be Haldia, West Bengal.

Notice Period: You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOBILES

SHREE AUTOMOBILES

Tarun Kr. Hazra
Employee Signature

ATTESTED
PRINCIPAL
MAHISHADAL RM COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO 9001 2008 Certified)
Authorised Dealer - Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite - 8, Kolkata - 700 017
Tel.: +91 33 2282 1889 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe SUSANTA PANJA

Date: 05. 09. 2022

Address of the Employee: NARGHAT, PURBA MEDINIPUR.

Greetings, Mr./Mrs. Susanta Panja.

It is my pleasure to confirm an appointment with our organisation as "Technician" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 114000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.

Working Hours: The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.

Leaves: Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.

Location for Employment: Your initial place of employment will be Haldia, West Bengal.

Notice Period: You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOTIVE

SHREE AUTOMOTIVE HALDIA

Susanta Panja
Employee Signature

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO: 9001:2008 Certified)
Authorised Dealer – Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite – B, Kolkata – 700 017
Tel.: +91-33 2282 1349 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe SHIVSANKAR MAL

Date: 05.09.2022

Address of the Employee: KHARAGPUR, PORBA MEDINIPUR,

Greetings, Mr./Mrs. Shivsankar Mal,

It is my pleasure to confirm an appointment with our organisation as "Technician" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 114000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: **A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.**

Working Hours: **The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.**

Leaves: **Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.**

Location for Employment: **Your initial place of employment will be Haldia, West Bengal.**

Notice Period: **You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.**

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOBILES

SHREE AUTOMOBILES
HAL CALI

Shivsankar Mal
Employee Signature

ATTESTED
PRINCIPAL
MAHISADAL RAJ COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO: 9001:2008 Certified)
Authorised Dealer - Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite - 8, Kolkata - 700017
Tel.: +91 33 2282 1349 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe MOHAN MANNA

Date: 05.09.2022

Address of the Employee: PANSKURA, PURBA MEDINIPUR.

Greetings, Mr./~~Mrs.~~ Mohan Manna.

It is my pleasure to confirm an appointment with our organisation as "Technician" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 114000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.

Working Hours: The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.

Leaves: Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.

Location for Employment: Your initial place of employment will be Haldia, West Bengal.

Notice Period: You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOBILES

SHREE AUTOMOBILES HALDIA

Mohan Manna.
Employee Signature

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO 9001:2008 Certified)
Authorised Dealer – Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite – 8, Kolkata – 700 017
Tel.: +91 33 2282 1349 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe MIDDYA JOHURUL

Date: 05.09.2022

Address of the Employee: ARAMBAG, HOOGLY.

Greetings, Mr./Mrs. Middya Johurul.

It is my pleasure to confirm an appointment with our organisation as "Technician" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 114000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: **A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.**

Working Hours: **The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.**

Leaves: **Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.**

Location for Employment: **Your initial place of employment will be Haldia, West Bengal.**

Notice Period: **You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.**

Yours Truly

HR Manager

Middya Johurul.
Employee Signature

ATTESTED

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO: 9001:2008 Certified)
Authorised Dealer – Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite – 8, Kolkata – 700 017
Tel.: +91-33-2282 1349 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe SURAJIT KAPAT.

Date: 05.09.2022

Address of the Employee: TAMLUK, PURBA MEDINIPOR.

Greetings, Mr./Mrs. Surajit Kapat.

It is my pleasure to confirm an appointment with our organisation as "Technician" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 114000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.

Working Hours: The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.

Leaves: Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.

Location for Employment: Your initial place of employment will be Haldia, West Bengal.

Notice Period: You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOBILES

Surajit Kapat
Employee Signature

ATTESTED

BOSCH

DAS DIESEL

BOSCH AUTHORISED WORKSHOP

MOHAM BAITA, DEBHOG, HALDIA, PURBA MEDINIPUR, WEST BENGAL PIN- 721657

Name of the Employee: SANTANU BASAK **Date:** 1.9.2022

Address of the Employee: ARAMBAG, HOOGLY.

Greetings Mr. / Mrs / Ms. Santanu Basak

Sub: Letter of Appointment

Regarding your application for a job with **Das Diesel**, as well as the subsequent interviews you held with us. We are pleased to offer you a position as Technician in our company.

Appointment: Your appointment as Technician began on 2.09.2022, and you will be on probation for six (6) months following your appointment.

Remuneration: Your monthly remuneration is 9000/-

Workplace: Your first assignment will be at the Organization's Unit in Haldia, West Bengal. You may, however, be relocated to another place due to organisational requirements.

We warmly welcome you to the **Das Diesel** family and wish you every success in your work with us.

Sincerely,

DAS DIESEL

For **Das Diesel**

Authorized Signatory

Declaration and Acceptance

I thus recognise and agree to the terms and conditions of this Letter, and I further affirm and declare that I will comply with the terms and conditions set out above.

ATTESTED

PRINCIPAL

MANICKCHAK RAJ COLLEGE

BOSCH

DAS DIESEL

BOSCH AUTHORISED WORKSHOP

MOHAM RASTA, DEBHOG, HALDIA, PURBA MEDINIPUR, WEST BENGAL, PIN- 721657

Name of the Employee: DEBASIS KAR **Date:** 01.09.2022

Address of the Employee: TAMLUK, PURBA MEDINIPUR.

Greetings Mr. / ~~Mrs.~~ / ~~Ms.~~ Debasis KAR

Sub: Letter of Appointment

Regarding your application for a job with **Das Diesel**, as well as the subsequent interviews you held with us. We are pleased to offer you a position as Technician in our company.

Appointment: Your appointment as Technician began on 2.9.2022 and you will be on probation for six (6) months following your appointment.

Remuneration: Your monthly remuneration is 9000/-

Workplace: Your first assignment will be at the Organization's Unit in Haldia, West Bengal. You may, however, be relocated to another place due to organisational requirements.

We warmly welcome you to the **Das Diesel** family and wish you every success in your work with us.

Sincerely,

DAS DIESEL HALDIA

For **Das Diesel**

Authorized Signatory

Declaration and Acceptance

I thus recognise and agree to the terms and conditions of this Letter, and I further affirm and declare that I will comply with the terms and conditions set out above.

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

BOSCH

DAS DIESEL

BOSCH AUTHORISED WORKSHOP

MOHANI RASTA, DEBHOG, HALDIA, PURBA MEDINIPUR, WEST BENGAL, PIN- 721657

Name of the Employee: BANIBRATA CHATTERJEE **Date:** 01.09.2022

Address of the Employee: ULUBERIA, HOWRAH

Greetings Mr. / Mrs. / Ms. Banibrata Chatterjee

Sub: Letter of Appointment

Regarding your application for a job with **Das Diesel**, as well as the subsequent interviews you held with us. We are pleased to offer you a position as Technician in our company.

Appointment: Your appointment as Technician began on 02.09.2022, and you will be on probation for six (6) months following your appointment.

Remuneration: Your monthly remuneration is 9000/-

Workplace: Your first assignment will be at the Organization's Unit in Haldia, West Bengal. You may, however, be relocated to another place due to organisational requirements.

We warmly welcome you to the **Das Diesel** family and wish you every success in your work with us.

Sincerely,

DAS DIESEL HALDIA

For **Das Diesel**

Authorized Signatory

Declaration and Acceptance

I thus recognise and agree to the terms and conditions of this Letter, and I further affirm and declare that I will comply with the terms and conditions set out above.

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Akash Das

Address:-

Sundaleumar,
Purba Medinipur,
West Bengal

Dear Mr. Akash Das,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 126000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

Authorised Signatory

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Sekhar Das

Address:-

Panchla,
Howrah,
West Bengal

Dear Mr. Sekhar Das,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 126000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

04.09.2022

Authorised Signatory

ATTESTED

Principal
MAHIMASALIKAI COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Sourav Betal

Address:-

Mahishadal,
Purba Medinipur,
West Bengal

Dear Mr. Sourav Betal,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 126000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR 05.09.2022

Authorised Signatory

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Sayan Mondal

Address:-

Uluberia,
Howrah,
West Bengal

Dear Mr. Sayan Mondal,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 126000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR 05.09.2022

Authorised Signatory

ATTESTED

PRINCIPAL
MAHESHTALA COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Nilanjan Maity

Address:-

Mahishadal,
Purba Medinipur,
West Bengal

Dear Mr. Nilanjan Maity,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 126000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

Authorised Signatory

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Sayan Mondal

Address:-

Sonamukhi,
Bankura,
West Bengal

Dear Mr. Sayan Mondal,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 126000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

Authorised Signatory

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Ritam Kuity

Address:-

Nandakumar,
Purba Medinipur,
West Bengal

Dear Mr. Ritam Kuity,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 126000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

Company offers a flexible paid-time off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

Eligibility for the company retirement plan begins **90 Days** after your start date.

If you choose to accept this job offer, please sign & and return this letter to me at your earliest convenience. When your acknowledgment is received, we will send you employee benefit enrolment forms and an employee handbook which details our benefit plans and retirement plan.

We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Samar Bhowmik

Address:-

Sutahata,
Purba Medinipur,
West Bengal

Dear Mr. Samar Bhowmik,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 126000 per year and is paid on a monthly basis.

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We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

Authorised Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Arup Garai

Address:-

Moyna,
Purba Medinipur,
West Bengal

Dear Mr. Arup Garai,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 126000 per year and is paid on a monthly basis.

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We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

09-09-2022

Authorised Signatory

ATTESTED

PRINCIPAL

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Subhadip Bhattacharya

Address:-

Nandigram,
Purba Medinipur,
West Bengal

Dear Mr. Subhadip Bhattacharya,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 126000 per year and is paid on a monthly basis.

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We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

15-09-2022

Authorised Signatory

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Reshabh Samanta

Address:-

Nandakumar,
Purba Medinipur,
West Bengal

Dear Mr. Reshabh Samanta,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 126000 per year and is paid on a monthly basis.

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We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

Authorised Signatory

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Sankar Manna

Address:-

Tamluk,
Purba Medinipur,
West Bengal

Dear Mr. Sankar Manna,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 126000 per year and is paid on a monthly basis.

Full family medical coverage will be provided through our company's employee benefit plan.

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We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

Authorised Signatory

ATTESTED

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Pradipta Karan

Address:-

Haldia,
Purba Medinipur,
West Bengal

Dear Mr. Pradipta Karan,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 126000 per year and is paid on a monthly basis.

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We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

RAJGARHIA MOTOR

Authorised Signatory

ATTESTED

PRINCIPAL
MANSHAJAMAI RAI COLLEGE

Rajgarhia GROUP

ASHOK LEYLAND

RAJGARHIA MOTOR

OFFER LETTER

Mr. Narayan Dinda

Address:-

Pingla,
Paschim Medinipur,
West Bengal

Dear Mr. Narayan Dinda,

Rajgarhia Motor is pleased to offer you the position of Technician. Your skills and experience will be an ideal fit for our customer service department.

As we discussed, your starting date will be September 10, 2022. The starting salary is Rs 126000 per year and is paid on a monthly basis.

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We look forward to welcoming you to **Rajgarhia Motor** team.

Please let me know if you have any questions or I can provide any additional information.

Sincerely,

Authorised Signatory

ATTESTED

PRINCIPAL
MANSHLADAL KAJ COLLEGE

Rane NSK Steering Systems Limited

Offer Letter

Date: 02/05/2023

Name: Rony Maity

Address:
Freserganj Costal, South 24 Parganas, Pin-743357

Sub: Job offer

Dear, Mr Rony Maity

We are pleased to offer you the position of **Operator** in our **Power Steering** unit based at **Ahmadabad, Gujarat**.

We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date: **08/05/2023**.

- Annual gross starting salary of **Rs.216000**, subject to tax and other statutory deductions.

This offer letter is valid till **09/05/2023**. Please send a signed copy of this letter indicating your acceptance to join.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our **Ahmadabad, Gujarat**.

Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) two color passport-size photos, (4) proof of address.

We look forward to welcome you aboard.

Sincerely,

For **Rane NSK Steering Systems Private Limited**

HR & Manager
HR & Manager
Rane NSK Steering Systems Pvt. Ltd.
Gujarat

RANE NSK STEERING SYSTEMS GUJARAT

RANE NSK STEERING SYSTEMS PRIVATE LIMITED
GSTN No. 24AAACR4738E1ZK
Survey No 423, Mahagujarat Ind. Estate, 24/12,
Sarkhej-Bavla Rd, Mirzapur, Gujarat 382213

ATTESTED
MAHESH
PRINCIPAL

Rane NSK Steering Systems Limited

Offer Letter

Name: Dweep Majumdar **Date: 02/05/2023**

Address:
Kaljani, Coochbehar, Pin-736133

Sub: Job offer

Dear, Mr Dweep Majumdar

We are pleased to offer you the position of **Operator** in our **Power Steering** unit based at **Ahmadabad, Gujarat**.

We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date: **08/05/2023**

- Annual gross starting salary of **Rs.216000**, subject to tax and other statutory deductions.

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Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) two color passport-size photos, (4) proof of address.

We look forward to welcome you aboard.

Sincerely,

For **Rane NSK Steering Systems Private Limited**

HR & Manager
HR & Manager
Rane NSK Steering Systems Pvt. Ltd
Gujarat

STEERING SYSTEMS GUJARAT PVT. LTD.

RANE NSK STEERING SYSTEMS PRIVATE LIMITED
GSTN No.: 24AAACR4738F1ZK
Survey No 423, Mahagujarat Ind. Estate, 24/12,
Sarkhej-Bavla Rd, Moraiya, Gujarat 382213

ATTESTED
PRINCIPAL
MANISHADEVI BAJAJ COLLEGE

Rane NSK Steering Systems Limited

Offer Letter

Date: 02/05/2023

Name: Subhamay Maity

Address:
Freserganj Costal, South 24 Parganas, Pin-743357

Sub: Job offer

Dear, Mr Subhamay Maity

We are pleased to offer you the position of **Operator** in our **Power Steering** unit based at **Ahmadabad, Gujarat.**

We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date: **08/05/2023**

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We look forward to welcome you aboard.

Sincerely,

For **Rane NSK Steering Systems Private Limited**

HR & Manager
HR & Manager
Rane NSK Steering Systems Pvt. Ltd.
Gujarat

RANE NSK STEERING SYSTEMS PVT. LTD. GUJARAT

ATTESTED
PRINCIPAL
MAHESHTALA JAI COLLEGE

RANE NSK STEERING SYSTEMS PRIVATE LIMITED
GSTN No.: 24AAACR4738F1ZR
Survey No 421, Mahagujarat Ind. Estate, 24/12,
Sarkhej-Bavla Rd, Moraiya, Gujarat 382213

Rane NSK Steering Systems Limited

Offer Letter

Name: Suvankar Ghorai

Date: 02/05/2023

Address:
Kanchi, Nandakumar, Purba Medinipur, PIN-721643

Sub: Job offer

Dear, Mr Suvankar Ghorai

We are pleased to offer you the position of **Operator** in our **Power Steering** unit based at **Ahmadabad, Gujarat**.

We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date: **08/05/2023**.

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We look forward to welcome you aboard.

Sincerely,

For **Rane NSK Steering Systems Private Limited**

HR & Manager
HR & Manager
Rane NSK Steering Systems Pvt. Ltd.

GUJARAT

ATTESTED
PRINCIPAL
MANISHABADAL M.G. COLLEGE

RANE NSK STEERING SYSTEMS PRIVATE LIMITED
GSTN No.- 24AAACR4718F1ZK
Survey No 423, Mahagujarat Ind. Estate, 24/12,
Sarkhej-Bavla Rd, Moraiya, Gujarat 382213

Rane NSK Steering Systems Limited

Offer Letter

Name: Rup Kumar Panda

Date: 02/05/2023

Address:
Deuli, Belda, Paschim Medinipur, Pin-721614

Sub: Job offer

Dear, Mr Rup Kumar Panda

We are pleased to offer you the position of **Operator** in our **Power Steering** unit based at **Ahmadabad, Gujarat**.

We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date: **08/05/2023**.

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We look forward to welcome you aboard.

Sincerely,

For **Rane NSK Steering Systems Private Limited**

HR & Manager
Rane NSK Steering Systems Pvt. Ltd.
Gujarat

RANE NSK STEERING SYSTEMS PRIVATE LIMITED
GSTN No.- 24AAACR4738F1ZK
Survey No 421, Mahagujarat Ind. Estate, 24/12,
Sarkhej-Bavla Rd, Moraiya, Gujarat 382213

ATTESTED
PRINCIPAL
MAHESHWARY MAI COLLEGE

Rane NSK
Rane NSK Steering Systems Limited

Offer Letter

Name: Sukhendu Dolai

Date: 02/05/2023

Address:
Banasshyamnagar,Choto Banashyamanagar,
Patharpatima,South 24Parganas,Pin-743371

Sub: Job offer

Dear, Mr Sukhendu Dolai

We are pleased to offer you the position of **Operator** in our **Power Steering** unit based at **Ahmadabad, Gujarat**.

We trust that your knowledge, skills and experience will be among our most valuable assets.

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We look forward to welcome you aboard.

Sincerely,

For **Rane NSK Steering Systems Private Limited**

HR & Manager
HR & Manager
Rane NSK Steering Systems Pvt. Ltd.
Gujarat

RANE NSK STEERING SYSTEMS PVT. LTD. GUJARAT

RANE NSK STEERING SYSTEMS PRIVATE LIMITED
GSTN No:- 24AAACR4738F1ZK
Survey No 423, Mahagujarat Ind. Estate, 24/12,
Sarkhej-Bavla Rd, Moraiya, Gujarat 382213

ATTESTED
PRINCIPAL
MANSUKHLAL RAI COLLEGE

Rane NSK Steering Systems Limited

Offer Letter

Name: Kousik Duyari

Date: 02/05/2023

Address:
Sabalara, Balluk hat, Tamluk,
Purba Medinipur, Pin-721137

Sub: Job offer

Dear, Mr Kousik Duyari

We are pleased to offer you the position of **Operator** in our **Power Steering** unit based at **Ahmadabad, Gujarat**.

We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date: **08/05/2023**.

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We look forward to welcome you aboard.

Sincerely,

For **Rane NSK Steering Systems Private Limited**

HR & Manager
HR & Manager
Rane NSK Steering Systems Pvt. Ltd
Gujarat

RANE NSK STEERING SYSTEMS PRIVATE LIMITED
GUJARAT

ATTESTED
PRINCIPAL
MANSELLIAL Jr. College

RANE NSK STEERING SYSTEMS PRIVATE LIMITED
GSTN No.- 24AAACR4738F1ZK
Survey No 423, Mahagujarat Ind. Estate, 24/12,
Sarkhej-Bavla Rd, Moraiya, Gujarat 382213

Rane NSK Steering Systems Limited

Offer Letter

Date: 02/05/2023

Name: Sayan Khan

Address:
Burkhali-P.S-Buria,Dist-Howrah

Sub: Job offer

Dear, Mr Sayan Khan

We are pleased to offer you the position of **Operator** in our **Power Steering** unit based at **Ahmadabad, Gujarat**.

We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date: **08/05/2023**.

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We look forward to welcome you aboard.

Sincerely,

For **Rane NSK Steering Systems Private Limited**

HR & Manager
HR & Manager
Rane NSK Steering Systems Pvt. Ltd.
Gujarat

RANE NSK STEERING SYSTEMS PRIVATE LIMITED
GUJARAT

RANE NSK STEERING SYSTEMS PRIVATE LIMITED
GSTN No.- 24AAACN4738F1ZK
Survey No 423, Mahagujarat Ind. Estate, 24/12,
Sarkhej-Bavla Rd, Moraiya, Gujarat 382213

ATTESTED
PRINCIPAL
MAHISHAGAR ITI COLLEGE

Rane NSK Steering Systems Limited

Offer Letter

Name: Abhishek Manna

Date: 02/05/2023

Address:
Nabghara, P.S-Sankrail, Dist-Howrah

Sub: Job offer

Dear, Mr Abhishek Manna

We are pleased to offer you the position of **Operator** in our **Power Steering** unit based at **Ahmadabad, Gujarat**.

We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date: **08/05/2023**.

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We look forward to welcome you aboard.

Sincerely,

For **Rane NSK Steering Systems Private Limited**

HR & Manager
Rane NSK Steering Systems Pvt. Ltd.
Gujarat

RANE NSK STEERING SYSTEMS PVT. LTD. GUJARAT

RANE NSK STEERING SYSTEMS PRIVATE LIMITED
GSTN No.- 24AAACR4738F1ZK
Survey No 423, Mahagujarat Ind. Estate, 24/12,
Sarkhej-Bavla Rd, Moraiya, Gujarat 382213

ATTESTED
PRINCIPAL
MANISHABAI RAI COLLEGE

Rane NSK
Rane NSK Steering Systems Limited

Offer Letter

Name: Rahul Dolui

Date: 02/05/2023

Address:
Dhamsia, P.S-Uluberia, Dist-Howrah, PIN-711315

Sub: Job offer

Dear, Mr Rahul Dolui

We are pleased to offer you the position of **Operator** in our **Power Steering** unit based at **Ahmadabad, Gujarat**.

We trust that your knowledge, skills and experience will be among our most valuable assets.

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We look forward to welcome you aboard.

Sincerely,

For **Rane NSK Steering Systems Private Limited**

HR & Manager
HR & Manager
Rane NSK Steering Systems Pvt. Ltd.
Gujarat

RANE NSK STEERING SYSTEMS PRIVATE LIMITED
GSTN No.- 24AAACR4738F1ZK
Survey No 423, Mahagujarat Ind. Estate 24/12,
Sarkhej-Bavla Rd, Moraiya, Gujarat 382213

ATTESTED
PRINCIPAL
MAHISHADAL ARTS COLLEGE

Rane NSK Steering Systems Limited

Offer Letter

Name: Suman Pramanik

Date: 02/05/2023

Address:
Bijoybati, Freserganj costal, South 24 Parganas, Pin-743357

Sub: Job offer

Dear, Mr Suman Pramanik

We are pleased to offer you the position of **Operator** in our **Power Steering** unit based at **Ahmadabad, Gujarat**.

We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date: **08/05/2023**.

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We look forward to welcome you aboard.

Sincerely,

For **Rane NSK Steering Systems Private Limited**

HR & Manager
HR & Manager
Rane NSK Steering Systems Pvt. Ltd.
Gujarat

RANE NSK STEERING SYSTEMS PRIVATE LIMITED
GSTN No.- 24AAACR4738F1ZK
Survey No 423, Malaxgujarat Ind. Estate, 24/12,
Sarkhej-Bavla Rd, Moraiya, Gujarat 382213

ATTESTED
Principal
MAHESHASAGAR COLLEGE

Rane NSK
Rane NSK Steering Systems Limited

Offer Letter

Name: Santu Bhunia **Date: 02/05/2023**

Address:
Duria, Narayangarh, Pachim Medinipur, Pin-721467

Sub: Job offer

Dear, Mr Santu Bhunia

We are pleased to offer you the position of **Operator** in our **Power Steering** unit based at **Ahmadabad, Gujarat**.

We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date: **08/05/2023**.

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This offer letter is valid till **09/05/2023**. Please send a signed copy of this letter indicating your acceptance to join.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our **Ahmadabad, Gujarat**.

Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) two color passport-size photos, (4) proof of address.

We look forward to welcome you aboard.

Sincerely,

For **Rane NSK Steering Systems Private Limited**

HR & Manager
HR & Manager
Rane NSK Steering Systems Pvt. Ltd.
Gujarat

RANE NSK STEERING SYSTEMS PVT. LTD. GUJARAT

ATTESTED

RANE NSK STEERING SYSTEMS PRIVATE LIMITED
GSTN No.- 24AAACR4738E1ZK
Survey No 423, Mahagujarat Ind. Estate, 24/12,
Sarkhej-Bavla Rd, Moraiya, Gujarat 382213

Rane NSK Steering Systems Limited

Offer Letter

Name: Anupama Barui

Date:02/05/2023

Address:
Bijoybati, Freserganj costal, Dist-South 24 Parganas,Pin-743357

Sub: Job offer

Dear, Ms Anupama Barui

We are pleased to offer you the position of **Operator** in our **Power Steering** unit based at **Ahmadabad, Gujarat**.

We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date: **08/05/2023**.

- Annual gross starting salary of **Rs.216000**, subject to tax and other statutory deductions.

This offer letter is valid till **09/05/2023**. Please send a signed copy of this letter indicating your acceptance to join.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our **Ahmadabad, Gujarat**.

Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) two color passport-size photos, (4) proof of address.

We look forward to welcome you aboard.

Sincerely,

For **Rane NSK Steering Systems Private Limited**

HR & Manager

RANE NSK STEERING SYSTEMS PVT. LTD. GUJARAT

RANE NSK STEERING SYSTEMS LIMITED
GSTN No.- 24AAACR4738F1ZK
Survey No 423, Mahagujarat Ind. Estate, 24/12,
Sarkhej-Bavla Rd, Moraiya, Gujarat 382213

ATTESTED
PRINCIPAL
MAHISHADAL GIRLS COLLEGE

Rane NSK Steering Systems Limited

Offer Letter

Name: Pampa Jana **Date: 02/05/2023**

Address:
Amrabati, Freserganj, Dist-South 24Parganas, Pin-743357

Sub: Job offer

Dear, Ms Pampa Jana

We are pleased to offer you the position of **Operator** in our **Power Steering** unit based at **Ahmadabad, Gujarat.**

We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date: **08/05/2023**.

- Annual gross starting salary of **Rs.216000**, subject to tax and other statutory deductions.

This offer letter is valid till **09/05/2023**. Please send a signed copy of this letter indicating your acceptance to join.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our **Ahmadabad, Gujarat**.

Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) two color passport-size photos, (4) proof of address.

We look forward to welcome you aboard.

Sincerely,

For **Rane NSK Steering Systems Private Limited**

HR & Manager
HR & Manager
Rane NSK Steering Systems Pvt. Ltd.
Gujarat

RANE NSK STEERING SYSTEMS PVT. LTD. GUJARAT

RANE NSK STEERING SYSTEMS PRIVATE LIMITED
GSTN No.- 24AAACR4738F1ZK
Survey No 423, Mahagujarat Ind. Estate, 24/12,
Sarkhej-Bavla Rd, Moraiya, Gujarat 382213

ATTESTED
PRINCIPAL
MAHESHWARI KAI COLLEGE

Rane NSK Steering Systems Limited

Offer Letter

Date: 02/05/2023

Name: Subhankar Sau

Address:
Gobindapur, Tamluk, Purba Medinipur, PIN- 721627

Sub: Job offer

Dear, Mr Subhankar Sau

We are pleased to offer you the position of **Operator** in our **Power Steering** unit based at **Ahmadabad, Gujarat**.

We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date: **08/05/2023**.

- Annual gross starting salary of **Rs.216000**, subject to tax and other statutory deductions.

This offer letter is valid till **09/05/2023**. Please send a signed copy of this letter indicating your acceptance to join.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our **Ahmadabad, Gujarat**.

Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) two color passport-size photos, (4) proof of address.

We look forward to welcome you aboard.

Sincerely,

For **Rane NSK Steering Systems Private Limited**

HR & Manager
Rane NSK Steering Systems Pvt. Ltd.
Gujarat

RANE NSK STEERING SYSTEMS PRIVATE LIMITED
GUJARAT

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

RANE NSK STEERING SYSTEMS PRIVATE LIMITED
GSTIN No:- 24AAACR4738F1ZK
Survey No 423, Mahagujarat Ind. Estate 24/12,
Sarkhej-Bavla Rd, Moraiya, Gujarat 382213

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800833253 (Sales), 9933895538 (Service), E mail : bapltamluk@yahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 22.05.2023

Dear DHRUBOJYOTI SANTRA

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Tamluk. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 01.06.2023 at 10A.M. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
For Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.

(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 18 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800603253 (Sales), 9933055538 (Service), E mail : bapilbakfar@yahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 22.05.2023

Dear RAMESH DAS

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Ichangpur . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 1.6.2023 at 10 AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.

(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist. : Purba Medinipur, PIN- 721636, West Bengal
Ph. 9860823253 (Sales), 9933095538 (Service), E-mail : bapbhai@yahoo.co.in
CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 22.05.2023

Dear AVISHEK GHORAI

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** KHARAGPUR. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of : 10500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 1.6.2023 at 10AM Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800033263 (Sales), 9933056538 (Service), E-mail : bazhaldia@yahoo.co.in
CIN - U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 22.05.2023

Dear DURGAPADA MONDAL

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** TOMLUK. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 1.6.2023 at 10AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9000023253 (Sales), 9933055539 (Service), E-mail : bapltdtld@yahoo.co.in
CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 22.05.2023

Dear ARUP BERA

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** Tamluk. We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 1.6.2023 at 10AM. Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Bhandari Automobiles Pvt. Ltd.
(Passenger Car Division)
Authorised Maruti Dealer
PADUMBASAN, WARD NO. 10 OF TAMLUK MUNICIPALITY,
P.O.+P.S. : Tamluk, Dist.: Purba Medinipur, PIN- 721636, West Bengal
Ph. 9800023253 (Sales), 9933055638 (Service), E-mail : bpl@bhandariautos.co.in
CIN – U51109WB1994PTC065147

SUZUKI

APPOINTMENT LETTER

Date: 22.05.2023

Dear SANJOY PAL

Congratulations! We are pleased to confirm that you have been selected to work for **BHANDARI AUTOMOBILES PVT. LTD.** TAMLUK . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 10500/-

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 1.6.2023 at 10AM . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager
HR Manager
Bhandari Automobiles Pvt. Ltd.

CUSTOMER FOR LIFE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (NH-41), P.O + P.S.- Nandakumar, Purba Medinipur,
Pin-721632,West Bengal, India
E-mail: deengwks@yahoo.co.in Mob: 8170039904
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear NIRANJAN JANA.

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 114000/- Per Annum

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 8.5.2023 at 9AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager
HR Manager
Deshpriya Engineering Workshop

ATTESTED
PRINCIPAL
MEDIPAL PU COLLEGE

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (NH-41), P.O + P.S.- Nandakumar, Purba Medinipur,
Pin-721632,West Bengal, India
E-mail: desengwks@yahoo.co.in Mob: 8170819904
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear SUMAN SAHOO

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 114000/- Per Annum.

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 8.5.2023 at 9AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager

HR Manager 02/5/23
Deshpriya Engineering Workshop

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (NH-41), P.O + P.S.- Nandakumar, Purba Medinipur,
Pin-721632,West Bengal, India
E-mail: desengwks@yahoo.co.in Mob: 8170039904
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear SUVANKAR DOLOI

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 114000/- Per Annum.

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 8.5.2023 at 9AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager
HR Manager
Deshpriya Engineering Workshop

ATTESTED
PROPRIETOR
MAHISHADAL, BAI

DESHPRIYA ENGG. WORKSHOP

EICHER

Vill- Sridharpur (NH-41), P.O + P.S.- Nandakumar, Purba Medinipur,
Pin-721632,West Bengal, India
E-mail: deengwks@yahoo.co.in Mob: 8170039904
(Authorized Dealer of Eicher Motors)

Subject: Appointment Letter for the post of Service Technician

Dear SWAPAN DANDAPAT.

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Service Technician

Department: Service & Maintenance

Location: Nandakumar, Purba Medinipur

Compensation Package: 114000/- Per Annum,

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time: 8.5.2023 at 9AM

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

As a member of the Deshpriya Engg. Workshop team, we expect you to adhere to our company policies and code of conduct. You will receive copies of these documents during your orientation.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Termination Notice: Please be aware that both you and Company Deshpriya Engineering Workshop retain the right to terminate the employment contract at any time, with or without notice, and for any reason.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager 02/5/23
HR Manager
Deshpriya Engineering Workshop

Deshpriya Engineering Workshop

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO 9001 2008 Certified)
Authorised Dealer – Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite – 8, Kolkata – 700 017
Tel : +91-33-2282 1349 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe DEEP KUMAR DEY

Date: 02.05.2023

Address of the Employee: NANDAKUMAR, PURBA MEDINIPUR

Greetings, Mr./~~Mrs.~~ Deep Kumar Dey.

It is my pleasure to confirm an appointment with our organisation as "Technician" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 138000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: **A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.**

Working Hours: **The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.**

Leaves: **Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.**

Location for Employment: **Your initial place of employment will be Haldia, West Bengal.**

Notice Period: **You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.**

Yours Truly

HR Manager
~~HR Manager~~
SHREE AUTOMOBILES

SHREE AUTOMOBILES HALDIA

Employee Signature

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO: 9001 2008 Certified)
Authorised Dealer – Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite – 8, Kolkata – 700 017
Tel.: +91-33-2282 1689 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe ASHIS KUNDU

Date: 02.05.2023

Address of the Employee: NANDAKUMAR, PURBA MEDINIPUR

Greetings, Mr./Mrs. Ashis Kundu

It is my pleasure to confirm an appointment with our organisation as "Technician" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 138,000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: **A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.**

Working Hours: **The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.**

Leaves: **Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.**

Location for Employment: **Your initial place of employment will be Haldia, West Bengal.**

Notice Period: **You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.**

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOBILES

SHREE AUTO PVT. LTD.

Employee Signature

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO: 9001 2008 Certified)
Authorised Dealer - Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite - B, Kolkata - 700 017
Tel.: +91-33-2282 1349 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe BISWAJIT DAS

Date: 02/05/2023

Address of the Employee: TAMLUK, PURBA MEDINIPUR.

Greetings, Mr./Mrs. Biswajit Das.

It is my pleasure to confirm an appointment with our organisation as "Technician" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 138000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.

Working Hours: The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.

Leaves: Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.

Location for Employment: Your initial place of employment will be Haldia, West Bengal.

Notice Period: You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOBILES

Employee Signature

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO: 9001:2008 Certified)
Authorized Dealer – Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite – 8, Kolkata – 700 017
Tel.: +91 33 2282 1949 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe MANAS ADAK

Date: 02.05.2023

Address of the Employee: MECHEDA, PURBA MEDINIPUR.

Greetings, Mr./Ms. Manas Adak.

It is my pleasure to confirm an appointment with our organisation as " Technician " on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 138000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: **A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.**

Working Hours: **The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.**

Leaves: **Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.**

Location for Employment: **Your initial place of employment will be Haldia, West Bengal.**

Notice Period: **You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.**

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOBILES

SHREE AUTOMOBILES HALDIA

Employee Signature

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
ISO 9001 2008 Certified
Authorised Dealer - Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite – 8, Kolkata – 700 017
Tel.: +91-33-2282 1349 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe ARUP MAITY

Date: 02.05.2023

Address of the Employee: TAMLUK, PURBA MEDINIPUR.

Greetings, Mr./Mrs. Arup Maity.

It is my pleasure to confirm an appointment with our organisation as "Technician" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 138000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.

Working Hours: The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.

Leaves: Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.

Location for Employment: Your initial place of employment will be Haldia, West Bengal.

Notice Period: You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOBILES

Employee Signature

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
ISO 9001 2008 Certified
Authorised Dealer – Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite – 8, Kolkata – 700 017
Tel.: +91-33-2282 1949 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe ROHIT ROY

Date: 02.05.2023

Address of the Employee: NANDAKUMAR
PURBA MEDINIPUR.

Greetings, Mr./Ms. Rohit Roy.

It is my pleasure to confirm an appointment with our organisation as "_____" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 138000/- **(per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.**

Probation Term: **A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.**

Working Hours: **The working hours will be** 9 **a.m. to** 6 **p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.**

Leaves: **Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.**

Location for Employment: **Your initial place of employment will be Haldia, West Bengal.**

Notice Period: **You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.**

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOBILES

SHREE AUTO PVT. LTD. HALDIA

Employee Signature

ATTESTED
PRINCIPAL
MOHISHADAL RAJ COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO 9001:2008 Certified)
Authorised Dealer – Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite – 8, Kolkata – 700 017
Tel.: +91 33 2282 1349 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe PRITITOSH MAITY

Date: 02-05-2023

Address of the Employee: HALDIA
PURBA MEDINIPUR.

Greetings, Mr./Mrs. Brititosh Maity

It is my pleasure to confirm an appointment with our organisation as "Technician" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 138000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: **A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.**

Working Hours: **The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.**

Leaves: **Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.**

Location for Employment: **Your initial place of employment will be Haldia, West Bengal.**

Notice Period: **You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.**

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOTIVE

SHREE AUTOMOTIVE HALDIA

Employee Signature

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO: 9001:2008 Certified)
Authorized Dealer – Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite – B, Kolkata – 700 017
Tel.: +91 33 2282 1349 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe AKASH MAITY

Date: 02.05.2023

Address of the Employee: TAMLUK
PURBA MEDINIPUR.

Greetings, Mr./Mrs. Akash Maity

It is my pleasure to confirm an appointment with our organisation as " TECHNICIAN " on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 138000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: **A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.**

Working Hours: **The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.**

Leaves: **Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.**

Location for Employment: **Your initial place of employment will be Haldia, West Bengal.**

Notice Period: **You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.**

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOTIVE

Employee Signature

ATTESTED
PRINCIPAL
MANIRAMDAS RAI COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO: 9001 2008 Certified)
Authorized Dealer – Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite – 8, Kolkata – 700 017
Tel.: +91-33-2282 1349 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe TANMOY MAITY

Date: 02.06.2023

Address of the Employee: NANDAKUMAR
PURBA MEDINIPUR.

Greetings, Mr./Mrs. Tanmoy Maity

It is my pleasure to confirm an appointment with our organisation as "Technician" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 138000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: **A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.**

Working Hours: **The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.**

Leaves: **Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.**

Location for Employment: **Your initial place of employment will be Haldia, West Bengal.**

Notice Period: **You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.**

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOBILES

SHREE AUTOMOBILES HALDIA

Employee Signature

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
(ISO 9001:2008 Certified)
Authorized Dealer – Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite – 8, Kolkata – 700 017
Tel.: +91 33 2282 1149 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe KISHOR BHUNIA

Date: 02.05.2023

Address of the Employee: HALDIA
PURBA MEDINIPUR.

Greetings, Mr./M/s. Kishor Bhunia

It is my pleasure to confirm an appointment with our organisation as "Technician" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 138000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: **A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.**

Working Hours: **The working hours will be 9 a.m. to 6 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.**

Leaves: **Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.**

Location for Employment: **Your initial place of employment will be Haldia, West Bengal.**

Notice Period: **You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.**

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOBILES

SHREE AUTOMOBILES HAL DIA

Employee Signature

ATTESTED
PRINCIPAL
MANSHUK DAS LAL COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
ISO: 9001 2008 Certified
Authorised Dealer – Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite – 8, Kolkata – 700 017
Tel.: +91-33-2282 1349 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe RANIT PATTANAYAK

Date: 02.05.2023

Address of the Employee: MECHEDA, PURBA MEDINIPUR

Greetings, Mr./Mrs. Ranit Pattanayak

It is my plepsure to confirm an appointment with our organisation as " Technician **" on behalf of Shree Automotive Pvt. Ltd.**

Your total CTC will be INR 138000/- **(per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.**

Probation Tarm: **A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.**

Working Hours: **The working hours will be** 9 **a.m. to** 6 **p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.**

Leaves: **Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.**

Location for Employment: **Your initial place of employment will be Haldia, West Bengal.**

Notice Period: **You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.**

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOBILES

Employee Signature

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

SHREE AUTO

SHREE AUTOMOTIVE PVT. LTD.
ISO: 9001 2008 Certified
Authorised Dealer – Ashok Leyland
Corporate Office: Shantiniketan, 8, Camac Street,
10th Floor, Suite – 8, Kolkata – 700 017
Tel: +91 33 2282 1349 (5 lines)

ASHOK LEYLAND

Appointment Letter

Name of employe: SARFARAJ AKRAM MANDAL

Date: 02.05.2023

Address of the Employee: MAHISHADAL
PURBA MEDINIPUR.

Greetings, Mr./Mrs. Sarfaraj Akram Mandal

It is my pleasure to confirm an appointment with our organisation as "Technician" on behalf of Shree Automotive Pvt. Ltd.

Your total CTC will be INR 138000/- (per annum CTC amount) payable in monthly installments, subject to statutory and other deductions as per company policy.

Probation Term: **A six-month probation period will begin on the day of hire, which may be extended at the discretion of Shree Automotive Pvt. Ltd.**

Working Hours: **The working hours will be ___ a.m. to _____ p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you. You will be expected to work six days a week, with your weekly rest day not always being Sunday.**

Leaves: **Each year, you will be entitled to 15 annual leaves and 12 casual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.**

Location for Employment: **Your initial place of employment will be Haldia, West Bengal.**

Notice Period: **You must offer a 90-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month to three months.**

Yours Truly

HR Manager
HR Manager
SHREE AUTOMOBILES

Employee Signature

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

HOTEL PARK LAND

To
Mukulesh Maji,
Vill - Tikarampur, P.O- Byabattarhat,
P.S - Nandakumar, Dist - Purba Medinipur,
Pin- 721648.

Sub: Appointment Letter for the Post of Assistant Bell Captain.

Dear Mukulesh ,

We are delighted to offer you with the opportunity of position **Assistant Bell Captain** with the **Hotel Park Land** .You will be initially at Durgapur . Your joining date 02.01.2024 .

Your appointment is subject to the terms and condition of the company current Rules and Regulation .Your starting salary will be **9,570/-** per Month with other allowances and perquisites.

We hope to offer you challenging and rewarding career certify a high level of job satisfaction and sample opportunities and the duty you performed.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Ms. Malai Chakraborty, GM, Contact- 9434661738

With best wishes,

HOTEL PARK LAND
West Bengal

Malai Chakraborty

Ms. Malai Chakraborty
General Manager
Hotel Park Land

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Raichak on Ganges

PAMPA JANA

Vill+P.o- Priyanagari , P.s - Nandigram, Dist-
Purba Medinipur,Pin- 721631

Subject: Appointment Letter of PAMPA JANA for the post of Guest Reservation Assistant.

Dear Pampa ,

We are pleased to offer you the position of Guest Reservation **Assistant at The Ford, Raichak, Kolkata,** effective from **12.12.2023.** We believe that your skills and experience will be a valuable asset to our team.

Below are the details of your offer letter:

1. Position
You will be employed as **Guest Reservation** Assistant. Your primary responsibilities will include.

2. Salary
Your starting salary will be **Rs. 9500/-** per month, payable in monthly installments. Your salary will be subject to statutory deductions as per the prevailing laws.

3. Benefits
You will be entitled to the following benefits:

- Health and medical insurance

4. Probation Period
You will be on probation for a period of six months. During this time, your performance and suitability for the role will be reviewed.

6. Terms and Conditions
Your employment will be subject to the terms and conditions outlined in our employee handbook, which you will receive on your first day. Please read it carefully.

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Raichak on Ganges

7. Confidentiality and Non-Compete
You are expected to maintain confidentiality regarding any proprietary information you may have access to and adhere to our non-compete policies as detailed in the employee handbook.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Subrata Bhattacharjee, Human Resource Manager, 3340404040

Congratulations, and we look forward to working with you!

Best Regards,

AMBUJA NEOTIA HOTEL VENTURES LTD. Raichak West Bengal 743368

Mr. Subrata Bhattacharjee

Human Resource Manager

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Lords
ECO INN
Technology Hospitality
Morbi

Date: 01.04.2022

To
Sutapa Bera,
Vill+P.O-Dhekua,P.S-Sutahata,
Dist-Purba Medinipur,Pin-721658

Sub: Appointment Letter for the Post of Steward .

Dear Sutapa ,

We are delighted to offer you with the opportunity of position **Steward** with the **Lords Eco Inn Morbi** .You will be initially at Morbi , Gujrat . Your joining date 01.04.2022 .

Your appointment is subject to the terms and condition of the company current Rules and Regulation .Your starting salary will be 9,850/- per Month with other allowances and perquisites.

We hope to offer you challenging and rewarding career certify a high level of job satisfaction and sample opportunities and the duty you performed.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Vishal Lakhdir, HR .Contact-9978584420

With best wishes,

Vishal 01-04-22

LORDS ECO INN MORBI, GUJRAT

Mr. Vishal Lakhdir
HR Manager
Lords Eco Inn

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Lords
ECO INN
Celebrating Hospitality
Morbi

Date: 01.04.2022

To
Sandip Pramanik,
Vill-Mahammad Pur,
P.O+P.S-Nandakumar,
Dist-Purba Medinipur

Sub: Appointment Letter for the Post of Commis-3 .

Dear Sandip ,

We are delighted to offer you with the opportunity of position **Commis-3** with the **Lords Eco Inn Morbi** .You will be initially at Morbi , Gujrat . Your joining date **01.04.2022** .

Your appointment is subject to the terms and condition of the company current Rules and Regulation .Your starting salary will be **9,850/-** per Month with other allowances and perquisites.

We hope to offer you challenging and rewarding career certify a high level of job satisfaction and sample opportunities and the duty you performed.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Vishal Lakhdir, HR .Contact-9978584420

With best wishes,

Vishal 1.04.22

Mr. Vishal Lakhdir
HR Manager
Lords Eco Inn

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Lords
Lords Eco Inn Morbi,
Jetpar,Pipli Road,Bela Village, Gujarat 363642
E-Mail: gm.lcim@lordshotels.com

Lords
ECO INN
Refreshing Hospitality
Morbi

Date: 01.04.2022

To
Sukhendu Singha,
Vill+P.O-Raghunathbari,
P.S-Panskura,Dist-Purba Medinipur,
Pin-721634

Sub: Appointment Letter for the Post of Floor Supervisor ,

Dear Sukhendu ,

We are delighted to offer you with the opportunity of position **Floor Supervisor** with the **Lords Eco Inn Morbi** .You will be initially at Morbi , Gujrat . Your joining date **01.04.2022** .

Your appointment is subject to the terms and condition of the company current Rules and Regulation .Your starting salary will be **9,850/-** per Month with other allowances and perquisites.

We hope to offer you challenging and rewarding career certify a high level of job satisfaction and sample opportunities and the duty you performed.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Vishal Lakhdir, HR ,Contact-9978584420

With best wishes,

Vishal 01.04.22

Mr. Vishal Lakhdir
HR Manager
Lords Eco Inn

LORDS ECO INN MORBI

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Lords
HOTELS & RESORTS

Date: 01.04.2022

To
Baisakhi Dolai,
Vill-Mathrapur,P.O-Baroda,
P.S-Sutahata,Dist-Purba Medinipur,
Pin-721658

Sub: Appointmant Letter for the Post of Commis-3 .

Dear Baisakhi ,

We are delighted to offer you with the opportunity of position **Commis-3** with the **Lords Eco Inn Bhavnagar** .You will be initially at Bhavnagar , Gujrat . Your joining date **01.04.2022** .

Your appointment is subject to the terms and condition of the company current Rules and Regulation .Your starting salary will be **10,500/-** per Month with other allowances and perquisites.

We hope to offer you challenging and rewarding career certify a high level of job satisfaction and sample opportunities and the duty you performed.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Vishal Lakhdir, HR ,Contact-9978584420

With best wishes,

Vishal 01.04.22

Mr. Vishal Lakhdir
HR Manager
Lords Eco Inn

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Lords
HOTELS & RESORTS

Date: 01.04.2022

To
Bapi Das,
Vill-Ariakhali,P.O-Kurahati,
P.S-Sutahata,Dist-Purba Medinipur

Sub: Appointment Letter for the Post of Steward.

Dear Bapi,

We are delighted to offer you with the opportunity of position **Steward** with the **Lords Eco Inn Bhavnagar** .You will be initially at Bhavnagar , Gujrat . Your joining date **01.04.2022** .

Your appointment is subject to the terms and condition of the company current Rules and Regulation .Your starting salary will be **10,500/-** per Month with other allowances and perquisites.

We hope to offer you challenging and rewarding career certify a high level of job satisfaction and sample opportunities and the duty you performed.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Vishal Lakhdir, HR .Contact-9978584420

With best wishes,

Vishal 01.04.22

Mr. Vishal Lakhdir
HR Manager
Lords Eco Inn

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Lords
HOTELS & RESORTS

Date: 01.04.2022

To
Sunipa Mandal,
Nandakumar,
Dist-Purba Medinipur

Sub: Appointment Letter for the Post of Guest Relation Executive.

Dear Sunipa,

We are delighted to offer you with the opportunity of position **Guest Relation Executive** with the **Lords Eco Inn Bhavnagar** .You will be initially at Bhavnagar , Gujrat . Your joining date **01.04.2022** .

Your appointment is subject to the terms and coodition of the company current Rules and Regulation .Your starting salary will be **10,500/-** per Month with other allowances and perquisites.

We hope to offer you challenging and rewarding career certify a high level of job satisfaction and sample opportunities and the duty you performed.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Vishal Lakhdir, HR ,Contact-9978584420

With best wishes,

Vishal 01.04.22

Mr. Vishal Lakhdir
HR Manager
Lords Eco Inn

LORDS ECO INN BHAVNAGAR

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Lions Lords Inn
Rajula

Date: 01.04.2022

To
Bibhutwa Sen,
Parbatripur,Tamluk,
Purba Medinipur,Pin-721636.

Sub: Appointment Letter for the Post of Housekeeping Supervisor .

Dear Bibhutwa ,

We are delighted to offer you with the opportunity of position **Housekeeping Supervisor** with the **Lords Eco Inn Rajula** .You will be initially at Rajula , Gujrat . Your joining date **01.04.2022** .

Your appointment is subject to the terms and condition of the company current Rules and Regulation .Your starting salary will be **9,600/-** per Month with other allowances and perquisites.

We hope to offer you challenging and rewarding career certify a high level of job satisfaction and sample opportunities and the duty you performed.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Vishal Lakhdir, HR ,Contact-9978584420

With best wishes,

Vishal 01.04.22

LION LORDS INN RAJULA

Mr. Vishal Lakhdir
HR Manager
Lords Eco Inn

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Lords INN
Rajula

Date: 01.04.2022

To
Suvendu Kar,
Vill+P.O-Manmathapur,
P.S-Dholahat, Dist-South 24pgs

Sub: Appointment Letter for the Post of Housekeeping Supervisor .

Dear Suvendu ,

We are delighted to offer you with the opportunity of position **Housekeeping Supervisor** with the **Lords Eco Inn Rajula** . You will be initially at Rajula , Gujrat . Your joining date **01.04.2022** .

Your appointment is subject to the terms and condition of the company current Rules and Regulation .Your starting salary will be **9,600/-** per Month with other allowances and perquisites.

We hope to offer you challenging and rewarding career certify a high level of job satisfaction and sample opportunities and the duty you performed.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Vishal Lakhdir, HR ,Contact- 9978584420

With best wishes,

Vishal 01.04.22

LION LORDS INN RAJULA

Mr. Vishal Lakhdir
HR Manager
Lords Eco Inn

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Lions Lords Inn
Rajula

Date: 01.04.2022

To
Riya Jana,
Vill+P.O-Lakshya,P.S-Mahishadal,
Pin-721654,Dist-Purba Medinipur

Sub: Appointment Letter for the Post of Housekeeping Supervisor .

Dear Riya ,

We are delighted to offer you with the opportunity of position **Housekeeping Supervisor** with the **Lords Eco Inn Rajula** .You will be initially at Rajula , Gujrat . Your joining date **01.04.2022** .

Your appointment is subject to the terms and condition of the company current Rules and Regulation .Your starting salary will be **9,600/-** per Month with other allowances and perquisites.

We hope to offer you challenging and rewarding career certify a high level of job satisfaction and sample opportunities and the duty you performed.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Vishal Lakhdir, HR ,Contact-9978584420

With best wishes,

Vishal 01.04.22

LION LORD'S INN RAJULA

Mr. Vishal Lakhdir
HR Manager
Lords Eco Inn

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Lords

Rajula

Date: 01.04.2022

To
Sripriya Bag,
Vill+P.O-Basulia,P.S-Mahishadal,
Dist-Purba Medinipur,Pin-721628

Sub: Appointment Letter for the Post of Floor Supervisor .

Dear Sripriya ,

We are delighted to offer you with the opportunity of position **Floor Supervisor** with the **Lords Eco Inn Rajula** .You will be initially at Rajula , Gujrat . Your joining date **01.04.2022** .

Your appointment is subject to the terms and condition of the company current Rules and Regulation .Your starting salary will be **9,600/-** per Month with other allowances and perquisites.

We hope to offer you challenging and rewarding career certify a high level of job satisfaction and sample opportunities and the duty you performed.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Vishal Lakhdir, HR ,Contact-9978584420

With best wishes,

Vishal 01.04.22

Mr. Vishal Lakhdir
HR Manager
Lords Eco Inn

LION LORDS INN RAJULA

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Lords INN
Rajula

Date: 01.04.2022

To
Bonhi Das,
Vill-Puyada,P.O-Babattarhat,
P.S-Nandakumar,Dist-Purba Medinipur.

Sub: Appointment Letter for the Post of Receptionist .

Dear Bonhi ,

We are delighted to offer you with the opportunity of position **Receptionist** with the **Lords Eco Inn Rajula** .You will be initially at Rajula , Gujrat . Your joining date **01.04.2022** .

Your appointment is subject to the terms and condition of the company current Rules and Regulation .Your starting salary will be **9,600/-** per Month with other allowances and perquisites.

We hope to offer you challenging and rewarding career certify a high level of job satisfaction and sample opportunities and the duty you performed.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Vishal Lakhdir, HR ,Contact-9978584420

With best wishes,

Vishal 01.04.22
Mr. Vishal Lakhdir
HR Manager
Lords Eco Inn

LION LORDS INN RAJULA

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Lords INN

Date: 01.04.2022

To
Suparna Bera,
Vill+P.O-Baraghuni,P.O-Chandipur,
Dist-Purba Medinipur

Sub: Appointment Letter for the Post of Reservation Supervisor .

Dear Suparna ,

We are delighted to offer you with the opportunity of position **Reservation Supervisor** with the **Lords Eco Inn Rajula** .You will be initially at Rajula , Gujrat . Your joining date **01.04.2022** .

Your appointment is subject to the terms and condition of the company current Rules and Regulation .Your starting salary will be **9,600/-** per Month with other allowances and perquisites.

We hope to offer you challenging and rewarding career certify a high level of job satisfaction and sample opportunities and the duty you performed.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Vishal Lakhdir, HR ,Contact- 9978584420

With best wishes,

Vishal 01.04.22

Mr. Vishal Lakhdir
HR Manager
Lords Eco Inn

LION LORDS INN RAJULA

ATTESTED
PRINCIPAL
MAHESHADAL RAJ COLLEGE

Lords
Lion Lords Inn
Rajula, Jafrabad Rd,Rajula,Gujarat 365560
E Mail: gmlir@lordshotels.com

Lords

Rajula

Date: 01.04.2022

To
Prasenjit Adhikari,
Vill+P.O-Raghunathbari,
P.S-Panskura,Dist-Purba Medinipur,
Pin-721634

Sub: Appointment Letter for the Post of Housekeeping Supervisor .

Dear Prasenjit ,

We are delighted to offer you with the opportunity of position **Housekeeping Supervisor** with the **Lords Eco Inn Rajula** .You will be initially at Rajula , Gujrat . Your joining date **01.04.2022** .

Your appointment is subject to the terms and condition of the company current Rules and Regulation .Your starting salary will be **9,600/-** per Month with other allowances and perquisites.

We hope to offer you challenging and rewarding career certify a high level of job satisfaction and sample opportunities and the duty you performed.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Vishal Lakhdir, HR ,Contact-9978584420

With best wishes,

Vishal 01.04.22

LION LORDS INN RAJULA

Mr. Vishal Lakhdir
HR Manager
Lords Eco Inn

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Lords
Lion Lords Inn
Rajula, Jafrabad Rd,Rajula,Gujarat 365560
E Mail: gmlir@lordshotels.com

Lords INN
Rajula

Date: 01.04.2022

To
Suprava Sahoo,
Contai,Purba Medinipur
Pin-721401

Sub: Appointment Letter for the Post of Bell Captain .

Dear Suprava ,

We are delighted to offer you with the opportunity of position **Bell Captain** with the **Lords Eco Inn Rajula** .You will be initially at Rajula , Gujrat . Your joining date **01.04.2022** .

Your appointment is subject to the terms and condition of the company current Rules and Regulation .Your starting salary will be **9,600/-** per Month with other allowances and perquisites.

We hope to offer you challenging and rewarding career certify a high level of job satisfaction and sample opportunities and the duty you performed.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Vishal Lakhdir, HR ,Contact-9978584420

With best wishes,

Vishal 01.04.22

LION LORDS INN RAJULA

Mr. Vishal Lakhdir
HR Manager
Lords Eco Inn

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Lions Lords Inn
Rajula, Jafrabad Rd,Rajula,Gujarat 365560
E Mail: gmhr@lordshotels.com

Raichak on Ganges

Date: 11.12.2023

SUSMITA SASMAL

Vill + P.o - Srikanta Pur , Dist - Purba
Medinipur , Pin – 721601

Subject: Appointment Letter of SUSMITA SASMAL for the post of Guest Relation Assistant.

Dear Susmita ,

We are pleased to offer you the position of Guest Relation Assistant at **The Ford, Raichak, Kolkata,** effective from **12.12.2023.**We believe that your skills and experience will be a valuable asset to our team.

Below are the details of your offer letter:

1. Position
You will be employed as **Guest Relation Assistant**. Your primary responsibilities will include.

2. Salary
Your starting salary will be **Rs. 9500** per month, payable in monthly installments. Your salary will be subject to statutory deductions as per the prevailing laws.

3. Benefits
You will be entitled to the following benefits:

- Health and medical insurance

4. Probation Period
You will be on probation for a period of six months. During this time, your performance and suitability for the role will be reviewed.

6. Terms and Conditions
Your employment will be subject to the terms and conditions outlined in our employee handbook, which you will receive on your first day. Please read it carefully.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

AMBUJA NEOTIA HOTEL VENTURES LIMITED
(Formerly known as GGL HOTEL & RESORT COMPANY LIMITED)
Regd. Office : Ecospace Business Park ,Block -4B, 6th Floor, Premises No. – IIF/11, Action Area- II, New Town, Kolkata-700160
T +91 33 4040 4040 | info@neotiahospitality.com W www.raichakonganges.com
Resort : Raichak (Singhaigunjabad) ,24 Parganas (S), West Bengal- 743368 CIN :U55101WB1988PLC044475

VEDIC VILLAGE SPA RESORT

Date: 30.12.2023

To
Atanu Manna,
Vill -+P.o - Krishnanagar , P.s - Khejuri ,
Dist- Purba Medinipur, Pin-721430.

Sub: Appointment Letter for the Post of Front Office Assistant.

Dear Atanu,

We are delighted to offer you with the opportunity of position **Front Office Assistant** with the **Vedic Village Spa Resort** . You will be initially at Rajarhat , Kolkata . Your joining date **02.01.2024** .

Your appointment is subject to the terms and condition of the company current Rules and Regulation .Your starting salary will be **11,000/-** per Month with other allowances and perquisites.

We hope to offer you challenging and rewarding career certify a high level of job satisfaction and sample opportunities and the duty you performed.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Rajib Roy Chowdhury, GM, Contact-9123392118

With best wishes,

VEDIC

Mr. Rajib Roy Chowdhury
General Manager
Vedic Village Spa Resort

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

VEDIC VILLAGE SPA RESORT

Date: 30.12.2023

To
Subhajit Pati,
Vill+P.o- Krishnanagar, P.s - Khejuri , Dist -
Purba Medinipur, Pin -721430.

Sub: Appointment Letter for the Post of Assistant Receptionist .

Dear Subhajit ,

We are delighted to offer you with the opportunity of position **Assistant Receptionist** with the **Vedic Village Spa Resort** .You will be initially at Rajarhat , Kolkata . Your joining date **02.01.2024** .

Your appointment is subject to the terms and condition of the company current Rules and Regulation .Your starting salary will be **11,000/-** per Month with other allowances and perquisites.

We hope to offer you challenging and rewarding career certify a high level of job satisfaction and sample opportunities and the duty you performed.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Rajib Roy Chowdhury, GM, Contact-9123392118

With best wishes,

VEDIC 30.12.23

For VEDIC

Mr. Rajib Roy Chowdhury
General Manager
Vedic Village Spa Resort

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Shikhapur, P.O. - Bagu - Rajarhat - Kolkata - 700135 Landmark - Lowhati
Office: +91 33 6623 9900 E-mail: reservations@thevedicvillage.com

HYAT

SOMANI CHAKRABARTI
Vill - Brajalalpur, P.o+ P.S - Amarshi,
Dist-Purba Medinipur , Pin- 721454

Subject: Offer Letter of SOMANI CHAKRABARTI for the post of Steward.

Dear SOMANI ,

We are pleased to offer you the position of **Steward** at **Hyatt Regency**, effective from **18.12.2023.** We believe that your skills and experience will be a valuable asset to our team.

Below are the details of your offer letter:

1. Position
You will be employed as **Steward**. Your primary responsibilities will include.

2. Salary
Your starting salary will be **Rs. 8750** per month, payable in monthly installments. Your salary will be subject to statutory deductions as per the prevailing laws.

3. Benefits
You will be entitled to the following benefits:

- Health and medical insurance

4. Probation Period
You will be on probation for a period of Six Months . During this time, your performance and suitability for the role will be reviewed.

6. Terms and Conditions
Your employment will be subject to the terms and conditions outlined in our employee handbook, which you will receive on your first day. Please read it carefully.

7. Confidentiality and Non-Compete
You are expected to maintain confidentiality regarding any proprietary information you may have access to and adhere to our non-compete policies as detailed in the employee handbook.

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

HYAT

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Ms. Priya Bhattacharyay, Learning Manager, 8420384344

Congratulations, and we look forward to working with you!

Best Regards,

18.12.23

Ms. Priya Bhattacharyay

Learning Manager

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Date: 11.12.2023

SIMA MISTRI

MAHISHADAL RAJ COLLEGE

Subject: Offer Letter of SIMA MISTRI for the post of Bell Captain

Dear Sima,

We are pleased to offer you the position of **Bell Captain** at **Shiv Vilas, Jaipur, Rajasthan,** effective from **12.12.2023.**We believe that your skills and experience will be a valuable asset to our team.

Below are the details of your offer letter:

1. Position
You will be employed as **Bell Captain**. Your primary responsibilities will include.

2. Salary
Your starting salary will be **Rs. 8850** per month, payable in monthly installments. Your salary will be subject to statutory deductions as per the prevailing laws.

3. Benefits
You will be entitled to the following benefits:

- Health and medical insurance

4. Probation Period
You will be on probation for a period of [e.g., six months]. During this time, your performance and suitability for the role will be reviewed.

6. Terms and Conditions
Your employment will be subject to the terms and conditions outlined in our employee handbook, which you will receive on your first day. Please read it carefully.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Shiv Vilas Heritage Resort

7. Confidentiality and Non-Compete
You are expected to maintain confidentiality regarding any proprietary information you may have access to and adhere to our non-compete policies as detailed in the employee handbook.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Dharamendra Janina Shing, Human Resource Manager, 9166523444

Congratulations, and we look forward to working with you!

Best Regards,

Shiv Vilas Heritage Resort Rajasthan

11.12.24

Mr. Dharamendra Janina Shing

Human Resource Manager

ATTESTED

PRINCIPAL
MANSHADAL RAI COLLEGE

Date:11.12.2023

PUSPENDU DAS
Vill-Arajibar,P.o- Pairachali , P.s - Chandipur
Dist- Purba Medinipur, Pin- 721633

Subject: Offer Letter of PUSPENDU DAS for the post of Guest Relations Executive

Dear Puspendu,

We are pleased to offer you the position of **Guest Relations Executive at Shiv Vilas, Jaipur, Rajasthan,** effective from **12.12.2023.** We believe that your skills and experience will be a valuable asset to our team.

Below are the details of your offer letter:

1. Position
You will be employed as **Guest Relations Executive**. Your primary responsibilities will include.

2. Salary
Your starting salary will be **Rs. 8850** per month, payable in monthly installments. Your salary will be subject to statutory deductions as per the prevailing laws.

3. Benefits
You will be entitled to the following benefits:

- Health and medical insurance

4. Probation Period
You will be on probation for a period of twelve months. During this time, your performance and suitability for the role will be reviewed.

6. Terms and Conditions
Your employment will be subject to the terms and conditions outlined in our employee handbook, which you will receive on your first day. Please read it carefully.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Shiv Vilas Heritage Resort

7. Confidentiality and Non-Compete
You are expected to maintain confidentiality regarding any proprietary information you may have access to and adhere to our non-compete policies as detailed in the employee handbook.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Dharamendra Janina Shing, Human Resource Manager, 9166523444

Congratulations, and we look forward to working with you!

Best Regards,

Shiv Vilas Heritage Resort
Rajasthan
Jaipur

11-12-23

Mr. Dharamendra Janina Shing

Human Resource Manager

ATTESTED
PRINCIPAL
MANISHADAI [illegible] COLLEGE

Date:11.12.2023

NILKANTA MAITY

VILL+P.O-Barbajtpur,Dist-purba
Medinipur,Pin-721645

Subject: Offer Letter of NILKANTA MAITY for the post of Commis-3.

Dear Nilkanta,

We are pleased to offer you the position of **Commis-3** at **Shiv Vilas, Jaipur, Rajasthan,** effective from **12.12.2023.**We believe that your skills and experience will be a valuable asset to our team.

Below are the details of your offer letter:

1. Position
You will be employed as **Commis-3**. Your primary responsibilities will include.

2. Salary
Your starting salary will be **Rs. 8850** per month, payable in monthly installments. Your salary will be subject to statutory deductions as per the prevailing laws.

3. Benefits
You will be entitled to the following benefits:

- Health and medical insurance

4. Probation Period
You will be on probation for a period of Twelve months. During this time, your performance and suitability for the role will be reviewed.

6. Terms and Conditions
Your employment will be subject to the terms and conditions outlined in our employee handbook, which you will receive on your first day. Please read it carefully.

7. Confidentiality and Non-Compete
You are expected to maintain confidentiality regarding any proprietary information you may have access to and adhere to our non-compete policies as detailed in the employee handbook.

Shiv Vilas Heritage Resort

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Dharamendra Janina Shing, Human Resource Manager, 9166523444

Congratulations, and we look forward to working with you!

Best Regards,

Mr. Dharamendra Janina Shing

Human Resource Manager

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Date:11.12.2023

JAYASHREE PAUL

Vill - Parbatipur , P.o + P.s - Tamluk,
Pin – 721636

Subject: Offer Letter of JAYASHREE PAUL for the post of Assistant House Keeping Supervisor.

Dear Jayashree,

We are pleased to offer you the position of **Assistant House Keeping Supervisor at Shiv Vilas, Jaipur, Rajasthan,** effective from **12.12.2023.** We believe that your skills and experience will be a valuable asset to our team.

Below are the details of your offer letter:

1. Position
You will be employed as **Assistant House Keeping** Supervisor. Your primary responsibilities will include.

2. Salary
Your starting salary will be **Rs. 8850** per month, payable in monthly installments. Your salary will be subject to statutory deductions as per the prevailing laws.

3. Benefits
You will be entitled to the following benefits:

- Health and medical insurance

4. Probation Period
You will be on probation for a period of Twelve Months During this time, your performance and suitability for the role will be reviewed.

6. Terms and Conditions
Your employment will be subject to the terms and conditions outlined in our employee handbook, which you will receive on your first day. Please read it carefully.

Shiv Vilas Heritage Resort

ATTESTED
PRINCIPAL
MANISHADA RAI COLLEGE

7. Confidentiality and Non-Compete
You are expected to maintain confidentiality regarding any proprietary information you may have access to and adhere to our non-compete policies as detailed in the employee handbook.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Dharamendra Janina Shing, Human Resource Manager, 9166523444

Congratulations, and we look forward to working with you!

Best Regards,

Shiv Vilas Heritage Resort Rajasthan Jaipur

Mr. Dharamendra Janina Shing

Human Resource Manager

ATTESTED

DIRECTOR

MANISHA RAI

Date:11.12.2023

AMIT KUMAR CHANDRABANSHI
Keshabpur Jalpai,Mahishadal,
Purba Medinipur-721628

Subject: Offer Letter of AMIT KUMAR CHANDRABANSHI for the post of Bell Desk Captain.

Dear Amit,

We are pleased to offer you the position of **Bell Desk Captain** at **Shiv Vilas, Jaipur, Rajasthan,** effective from **12.12.2023.**We believe that your skills and experience will be a valuable asset to our team.

Below are the details of your offer letter:

1. Position
You will be employed as **Bell Desk Captain**. Your primary responsibilities will include.

2. Salary
Your starting salary will be **Rs. 8850** per month, payable in monthly installments. Your salary will be subject to statutory deductions as per the prevailing laws.

3. Benefits
You will be entitled to the following benefits:

- Health and medical insurance

4. Probation Period
You will be on probation for a period of Twelve Months. During this time, your performance and suitability for the role will be reviewed.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Shiv Vilas Heritage Resort

7. Confidentiality and Non-Compete
You are expected to maintain confidentiality regarding any proprietary information you may have access to and adhere to our non-compete policies as detailed in the employee handbook.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Dharamendra Janina Shing, Human Resource Manager, 9166523444.

Congratulations, and we look forward to working with you!

Best Regards,

Mr. Dharamendra Janina Shing

Human Resource Manager

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Shiv Vilas Heritage Resort

Date:11.12.2023

SONIA MONDAL

Vill - Parbatipur , P.o + P.s - Tamluk,
Pin – 721636

Subject: Offer Letter of SONIA MONDAL for the post of Reservation Assistant.

Dear Sonia,

We are pleased to offer you the position of **Reservation Assistant at Shiv Vilas, Jaipur, Rajasthan,** effective from **12.12.2023.** We believe that your skills and experience will be a valuable asset to our team.

Below are the details of your offer letter:

1. Position
You will be employed as **Reservation Assistant**. Your primary responsibilities will include.

2. Salary
Your starting salary will be **Rs. 8850** per month, payable in monthly installments. Your salary will be subject to statutory deductions as per the prevailing laws.

3. Benefits
You will be entitled to the following benefits:

- Health and medical insurance

4. Probation Period
You will be on probation for a period of Twelve Months. During this time, your performance and suitability for the role will be reviewed.

ATTESTED
PRINCIPAL
MANISHADAL RAJ COLLEGE

Shiv Vilas Heritage Resort

7. Confidentiality and Non-Compete
You are expected to maintain confidentiality regarding any proprietary information you may have access to and adhere to our non-compete policies as detailed in the employee handbook.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Dharamendra Janina Shing, Human Resource Manager, 9166523444

Congratulations, and we look forward to working with you!

Best Regards,

Shiv Vilas Heritage Resort Rajasthan Jaipur

Mr. Dharamendra Janina Shing

Human Resource Manager

ATTESTED

PRINCIPAL
MAHISHADAL RAI COLLEGE

Date:11.12.2023

SUPRABHAT JANA

Vill - Dakshin Katal , P.o- Panskura ,Dist -
Purba Medinipur, Pin-721139

Subject: Offer Letter of SUPRABHAT JANA for the post of Bell Desk Captain.

Dear Suprabhat,

We are pleased to offer you the position of **Bell Desk Captain** at **Shiv Vilas, Jaipur, Rajasthan,** effective from **12.12.2023.** We believe that your skills and experience will be a valuable asset to our team.

Below are the details of your offer letter:

1. Position
You will be employed as **Bell Desk Captain**. Your primary responsibilities will include.

2. Salary
Your starting salary will be **Rs. 8850** per month, payable in monthly installments. Your salary will be subject to statutory deductions as per the prevailing laws.

3. Benefits
You will be entitled to the following benefits:

- Health and medical insurance

4. Probation Period
You will be on probation for a period of Twelve Months. During this time, your performance and suitability for the role will be reviewed.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Shiv Vilas Heritage Resort

7. Confidentiality and Non-Compete
You are expected to maintain confidentiality regarding any proprietary information you may have access to and adhere to our non-compete policies as detailed in the employee handbook.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Dharamendra Janina Shing, Human Resource Manager, 9166523444

Congratulations, and we look forward to working with you!

Best Regards,

Shiv Vilas Heritage Resort Rajasthan Jaipur

11-12-23

Mr. Dharamendra Janina Shing

Human Resource Manager

ATTESTED

PRINCIPAL

MAHISHAGIRI RAI COLLEGE

Date:11.12.2023

SURAJIT MAITY

Vill - Uttar Gobindapur , P.o+P.o- Kakdwip
Dist - South 24 PGS, Pin- 743347

Subject: Offer Letter of SURAJIT MAITY for the post of Assistant Cook in Indian.

Dear Surajit,

We are pleased to offer you the position of **Assistant Cook in Indian at Shiv Vilas, Jaipur, Rajasthan,** effective from **12.12.2023.** We believe that your skills and experience will be a valuable asset to our team.

Below are the details of your offer letter:

1. Position
You will be employed as **Assistant Cook in Indian**. Your primary responsibilities will include.

2. Salary
Your starting salary will be **Rs. 8850** per month, payable in monthly installments. Your salary will be subject to statutory deductions as per the prevailing laws.

3. Benefits
You will be entitled to the following benefits:

- Health and medical insurance

4. Probation Period
You will be on probation for a period of Twelve Months. During this time, your performance and suitability for the role will be reviewed.

Shiv Vilas Heritage Resort

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

7. Confidentiality and Non-Compete
You are expected to maintain confidentiality regarding any proprietary information you may have access to and adhere to our non-compete policies as detailed in the employee handbook.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Dharamendra Janina Shing, Human Resource Manager, 9166523444

Congratulations, and we look forward to working with you!

Best Regards,

Shiv Vilas Heritage Resort Rajasthan Jaipur

11.12.23

Mr. Dharamendra Janina Shing

Human Resource Manager

ATTESTED
PRINCIPAL
MAHENDRAL RAI COLLEGE

Raichak on Ganges

Date: 11.12.2023

ANITA JANA

Vill+P.o- Priyanagari , P.s - Nandigram, Dist-
Purba Medinipur,Pin- 721631

Subject: Appointment Letter of ANITA JANA for the post of Information Assistant.

Dear Anita ,

We are pleased to offer you the position of **Information Assistant** at **The Ford, Raichak, Kolkata,** effective from **12.12.2023**.We believe that your skills and experience will be a valuable asset to our team.

Below are the details of your offer letter:

1. Position
You will be employed as **Information Assistant**. Your primary responsibilities will include.

2. Salary
Your starting salary will be **Rs. 9500** per month, payable in monthly installments. Your salary will be subject to statutory deductions as per the prevailing laws.

3. Benefits
You will be entitled to the following benefits:

- Health and medical insurance

4. Probation Period
You will be on probation for a period of six months. During this time, your performance and suitability for the role will be reviewed.

6. Terms and Conditions
Your employment will be subject to the terms and conditions outlined in our employee handbook, which you will receive on your first day. Please read it carefully.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

AMBUJA NEOTIA HOTEL VENTURES LIMITED
(Formerly known as GGL HOTEL & RESORT COMPANY LIMITED)
Regd. Office : Ecospace Business Park ,Block -4B, 6th Floor, Premises No. – IIF/11, Action Area- III, New Town, Kolkata-700160
T +91 33 4040 4040 | info@neotiahospitality.com W www.raichakonganges.com
Resort : Raichak (Singhaganjabad) ,24 Parganas (S), West Bengal- 743368 CIN : U55101WB1988PLC044475

Raichak on Ganges

Date: 11.12.2023

7. Confidentiality and Non-Compete
You are expected to maintain confidentiality regarding any proprietary information you may have access to and adhere to our non-compete policies as detailed in the employee handbook.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Subrata Bhattacharjee, Human Resource Manager, 3340404040

Congratulations, and we look forward to working with you!

Best Regards,

AMBUJA NEOTIA HOTEL VENTURES LIMITED
Raichak
West Bengal
743368

Mr. Subrata Bhattacharjee

Human Resource Manager

ATTESTED
PRINCIPAL
MAHESHADAL RAJ COLLEGE

Raichak on Ganges

Date: 11.12.2023

ARITRA BASAK

Kaliachak, Dist-Malda,
Pin-732201.

Subject: Appointment Letter of ARITRA BASAK for the post of Front Office Assistant.

Dear Aritra ,

We are pleased to offer you the position of **Front Office Assistant at The Ford, Raichak, Kolkata,** effective from **12.12.2023.**We believe that your skills and experience will be a valuable asset to our team.

Below are the details of your offer letter:

1. Position
You will be employed as **Front Office Assistant** . Your primary responsibilities will include.

2. Salary
Your starting salary will be **Rs. 9500** per month, payable in monthly installments. Your salary will be subject to statutory deductions as per the prevailing laws.

3. Benefits
You will be entitled to the following benefits:

- Health and medical insurance

4. Probation Period
You will be on probation for a period of six months. During this time, your performance and suitability for the role will be reviewed.

6. Terms and Conditions
Your employment will be subject to the terms and conditions outlined in our employee handbook, which you will receive on your first day. Please read it carefully.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Raichak on Ganges

Date: 11.12.2023

7. Confidentiality and Non-Compete
You are expected to maintain confidentiality regarding any proprietary information you may have access to and adhere to our non-compete policies as detailed in the employee handbook.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Subrata Bhattacharjee, Human Resource Manager, 3340404040

Congratulations, and we look forward to working with you!

Best Regards,

AMBUJA NEOTIA HOTEL VENTURES LIMITED
Raichak
West Bengal
743368

Mr. Subrata Bhattacharjee

Human Resource Manager

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Raichak on Ganges

Date: 11.12.2023

MOUMITA PRADHAN

Vill+P.o- Manoharpur, P.s - Nandigram,
Dist - Purba Medinipur, Pin- 721650

Subject: Appointment Letter of MOUMITA PRADHAN for the post of Guest Relation Assistant.

Dear Moumita ,

We are pleased to offer you the position of **Guest Relation Assistant at The Ford, Raichak, Kolkata,** effective from **12.12.2023**.We believe that your skills and experience will be a valuable asset to our team.

Below are the details of your offer letter:

1. Position
You will be employed as **Guest Relation Assistant**. Your primary responsibilities will include.

2. Salary
Your starting salary will be **Rs. 9500** per month, payable in monthly installments. Your salary will be subject to statutory deductions as per the prevailing laws.

3. Benefits
You will be entitled to the following benefits:

- Health and medical insurance

4. Probation Period
You will be on probation for a period of six months. During this time, your performance and suitability for the role will be reviewed.

6. Terms and Conditions
Your employment will be subject to the terms and conditions outlined in our employee handbook, which you will receive on your first day. Please read it carefully.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

AMBUJA NEOTIA HOTEL VENTURES LIMITED
(Formerly known as GGL HOTEL & RESORT COMPANY LIMITED)
Regd. Office: Ecospace Business Park ,Block -4B, 6th Floor, Premises No. – 6IF/11, Action Area- III, New Town, Kolkata-700160
T +91 33 4040 4040 | info@neotiahospitality.com | www.raichakonganges.com
Retreat: Raichak (Singhaigunjabad) ,24 Parganas (S), West Bengal- 743368 CIN :U55101WB1988PLC044475

Raichak on Ganges

Date: 11.12.2023

7. Confidentiality and Non-Compete
You are expected to maintain confidentiality regarding any proprietary information you may have access to and adhere to our non-compete policies as detailed in the employee handbook.

We are excited to welcome you to the team and look forward to your positive contribution. Should you have any questions or need further clarification, please do not hesitate to contact Mr. Subrata Bhattacharjee, Human Resource Manager, 3340404040

Congratulations, and we look forward to working with you!

Best Regards,

AMBUJA NEOTIA HOTEL VENTURES LIMITED
Raichak West Bengal 743368

Mr. Subrata Bhattacharjee

Human Resource Manager

ATTESTED
Principal
NABINBHARAT Jr. COLLEGE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. KOUSHIK PAL

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN DIAGNOSTIC CENTRE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. SK AMIR SULTAN

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. NIMAI MONDAL

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. ARJUN KUMBHAKAR

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. RUPAM MAITY

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely

ORGAN Diagnostic Centre

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. SUSOVAN DAS

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. ATANU JANA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. SOURAV MAITY

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. SOUMEN KUMAR GIRI

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Organ Diagnostic Centre

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. Rashik Chand

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN DIAGNOSTIC CENTRE

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. Rashik Chand

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. ARNAB BHUNA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. KRISHNA KAMAL ADHIKARI

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. SUDIPTA BERA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN DIAGNOSTIC CENTRE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. SAIKAT KUMAR MAITY

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. DEBPRASAD MAITY

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN DIAGNOSTIC CENTRE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. ALOMESH BAIRAGI

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. MAINAK MANNA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. MOHAN ADAK

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Baharampur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. PRITHWIRAJ MAITY

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Baharampur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN
Diagnostic Centre

17th July 2022

Subject: Letter of Intent

Dear MR. NILENDU SEKHOR SEN

We are pleased to offer you, the position of Medical Lab Technician with. Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at Kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

SANJIBAN
DIAGNOSTIC CENTER

APPOINTMENT LETTER

Date 02.01.2023

Dear SHILPI PAL

Congratulations! We are pleased to confirm that you have been selected to work for Sanjiban Diagnostic Center . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 02.01.2023 at Tamluk . Please report on start date, for documentation and orientation.

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

Sincerely,

SANJIBAN DIAGNOSTIC CENTRE

HR Manage
Sanjiban Diagnostic Centre

Subject: Appointment Letter for the post of Lab Technician

Dear Sahid Mallik

Date 05-01-2025

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time:

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by

HR Manager

Subject: Appointment Letter for the post of Lab Technician

Date - 03.01.2025

DEAR ANIT KUMAR KURLA

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time:

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by

HR Manager

Subject: Appointment Letter for the post of Lab Technician

DEAR TRINA MAITY

Date - 03-01 2025

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time:

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by

HR Manager

Subject: Appointment Letter for the post of Lab Technician

Dear DEBAJYOTI KARAN

Date:- 03.01.2023

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time:

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party [you or the company] to terminate the employment relationship at any time, with or without cause or notice.

Signed by

HR Manager

SANJIBAN
DIAGNOSTIC CENTER

APPOINTMENT LETTER

Date 02-01-2023

Dear Haimantika Adak

Congratulations! We are pleased to confirm that you have been selected to work for Sanjiban Diagnostic Center . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 02-01-2023 at Haldia . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manage
Sanjiban Diagnostic Centre

SANJIBAN
DIAGNOSTIC CENTER

APPOINTMENT LETTER

Date 02-01-2023

Dear Tiyasha Handa

Congratulations! We are pleased to confirm that you have been selected to work for Sanjiban Diagnostic Center . We are delighted to make you the following job offer:

The position we are offering you is that of Service Technician at a monthly salary of 8500.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 02-01-2023 at Haldia . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manage
Sanjiban Diagnostic Centre

2019	[illegible]	2019	Reliance [illegible] Ltd Debagram Mukherjee, [illegible]	[illegible]
	Rahul Dubey	2019	Reliance [illegible] Ltd Debagram Mukherjee, [illegible]	1279[illegible]
		2019	Tata [illegible] Sourav Sarkar, [illegible]	241[illegible]

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Medical Laboratory Technology

SL NO.	Year	Name of student who has been placed	Year of graduation	Name of the employer with contact details	Pay package of appointment (in INR per annum)
1	2022-2023	ARGHAY TRIPATHI	2023	Organ Diagnostic center	120000
2	2022-2023	PRANAY MAITY	2023	Organ Diagnostic center	120000
3	2022-2023	SUVANKAR KALSA	2023	Organ Diagnostic center	120000
4	2022-2023	SAMRAT SAMANTA	2023	Organ Diagnostic center	120000
5	2022-2023	PRITAM GUCHHAIT	2023	Organ Diagnostic center	120000
6	2022-2023	SOUMALYA JANA	2023	Organ Diagnostic center	120000
7	2022-2023	BIJAN MONDAL	2023	Organ Diagnostic center	120000
8	2022-2023	RAJIT SENA	2023	Organ Diagnostic center	120000
9	2022-2023	SHYAMAPADA BHOWMIK	2023	Organ Diagnostic center	120000
10	2022-2023	ARNAB MAL	2023	Organ Diagnostic center	120000
11	2022-2023	SOUVIK MANNA	2023	Organ Diagnostic center	120000
12	2022-2023	MANAL KR DAS	2023	Organ Diagnostic center	120000
13	2022-2023	PRABIR SENA	2023	Organ Diagnostic center	120000
14	2022-2023	SUMAN DAS	2023	Organ Diagnostic center	120000
15	2022-2023	DEBKUMAR ROYMAHAPATRA	2023	Organ Diagnostic center	120000
16	2022-2023	SUVOJIT ROYMAHAPATRA	2023	Organ Diagnostic center	120000
17	2022-2023	SUVOJIT MAITY	2023	Organ Diagnostic center	120000
18	2022-2023	SUMAIT KHAN	2023	Organ Diagnostic center	120000
19	2022-2023	ANITABHA GHOSH	2023	Organ Diagnostic center	120000
20	2022-2023	PRITAM PANDA	2023	Organ Diagnostic center	120000
21	2022-2023	NILADRI SANKAR SENA	2023	Organ Diagnostic center	120000
22	2022-2023	Soumyadip Paul	2023	Sanjivani Lab	222000
23	2022-2023	Sudeshna Dey	2023	Micro Diagnostic	108000
24	2022-2023	Sudip Kumar Adak	2023	Micro Diagnostic	108000
25	2022-2023	Sudipta Ray	2023	Micro Diagnostic	108000
26	2022-2023	Sujata Jana	2023	Micro Diagnostic	108000
27	2022-2023	SOUMALYA JANA	2023	Sanjivani Lab	312000
28	2022-2023	BIJAN MONDAL	2023	Sanjivani Lab	312000

	2024-2025		
:e:02- B. Voc Caste Reservation	Notice for Caste Reservation 2024-25 2	16.09.2024	VIEW
198/2024	Admission Notice for Reserved Category of UG 1st Sem. 2024-25	16.09.2024	VIEW
193/2024	Notice for College Close on 16.09.2024 & 17.09.2024	14.09.2024	VIEW
:e:01- B. Voc Caste Reservation	Notice for Caste Reservation	13.09.2024	VIEW

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. AKSHAY TRIPATHI

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN DIAGNOSTIC CENTRE

Subject: Appointment Letter for the post of Lab Technician

DEAR SUDIP KUMAR ADAK

We are happy to extend our heartfelt congratulations on your selection for the position of Lab Technician at Tamluk.

We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time:

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by

HR Manager

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

DEAR MR. PRAYAS MAITY

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at Kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN
Diagnostic Centre

19th July 2023

Subject: Letter of Intent

Dear Mr.SUVANKAR KALSA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. SANKAR SAMANTA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. PRITAM GUCHHAIT

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Organ Diagnostic Centre

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. Bishal Mondal

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

Subject: Appointment Letter for the post of Lab Technician

Dear Arnab Mal

We are happy to extend our heartfelt congratulations on your selection for the position of Lab Technician at Tamluk.

We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time:

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by

HR Manager

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. AVIJIT BERA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at Kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. Shyamapada Bhowmik

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN DIAGNOSTIC CENTRE

Subject: Appointment Letter for the post of Lab Technician

Dear Koushik Manna

We are happy to extend our heartfelt congratulations on your selection for the position of Lab Technician at Tamluk.

We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time:

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by

HR Manager

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. ARNAB MAL

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

SANJIBAN
DIAGNOSTIC CENTER

APPOINTMENT LETTER

Dear Soumydip Paul Date

Congratulations! We are pleased to confirm that you have been selected to work for Sanjiban Diagnostic Center . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manage

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. KOUSHIK MANNA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

SANJIBAN
DIAGNOSTIC CENTER

APPOINTMENT LETTER

Dear Shyamapada Bhowmik Date

Congratulations! We are pleased to confirm that you have been selected to work for Sanjiban Diagnostic Center . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manage

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. MANAJ KR DAS

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Subject: Appointment Letter for the post of Lab Technician

Dear Manaj Kr Das

We are happy to extend our heartfelt congratulations on your selection for the position of Lab Technician at Tamluk.

We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time:

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by

HR Manager

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. PRABIR BERA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

Subject: Appointment Letter for the post of Lab Technician

Dear Prabir Bera

We are happy to extend our heartfelt congratulations on your selection for the position of Lab Technician at Tamluk.

We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time:

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

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Signed by

HR Manager

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. SUMAN DAS

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

SANJIBAN
DIAGNOSTIC CENTER

APPOINTMENT LETTER

Dear Suman Das Date

Congratulations! We are pleased to confirm that you have been selected to work for Sanjiban Diagnostic Center . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on at . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manage

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intest

Dear MR. DEBKUMAR ROYMAHAPATRA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Baharampur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. SUVOJIT ROYMAHAPATRA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Baharampur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. SUVOJIT MAITY

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Baharampur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. SURAJIT KHAN

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Baharampur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Organ Diagnostic Centre

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. AMITABHA GHORAI

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Baherampur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. PRITAM PANDA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Baharampur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. NILADRI SAKHAR BERA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at Baharampur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

SANJIBAN
DIAGNOSTIC CENTER

APPOINTMENT LETTER

Dear Soumyadip Paul

Date 03-04-2024

Congratulations! We are pleased to confirm that you have been selected to work for Sanjiban Diagnostic Center . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 03-04-2024 at Tamluk . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manage

Subject: Appointment Letter for the post of Lab Technician

Dear Sudeshna Dey

We are happy to extend our heartfelt congratulations on your selection for the position of Lab Technician at Tamluk.

We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time:

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by

HR Manager

Subject: Appointment Letter for the post of Lab Technician

Dear Sudip Kumar Adak

We are happy to extend our heartfelt congratulations on your selection for the position of Lab Technician at Tamluk.

We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time:

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

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Signed by

HR Manager

Subject: Appointment Letter for the post of Lab Technician

Dear Sudipta Roy

We are happy to extend our heartfelt congratulations on your selection for the position of Lab Technician at Tamluk.

We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time:

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

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Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

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Signed by

HR Manager

Subject: Appointment Letter for the post of Lab Technician

Dear Sujata Jana

We are happy to extend our heartfelt congratulations on your selection for the position of Lab Technician at Tamluk.

We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time:

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

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Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

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Signed by

HR Manager

SANJIBAN
DIAGNOSTIC CENTER

APPOINTMENT LETTER

Dear SOUMALYA JANA

Date 03-01-2024

Congratulations! We are pleased to confirm that you have been selected to work for Sanjiban Diagnostic Center . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 03-01-2024 at Tamluk . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manage

SANJIBAN
DIAGNOSTIC CENTER

APPOINTMENT LETTER

Dear BISHAL MONDAL

Date 03.01.2024

Congratulations! We are pleased to confirm that you have been selected to work for Sanjiban Diagnostic Center . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 03.01.2024 at Haldia . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manage

SANJIBAN
DIAGNOSTIC CENTER

APPOINTMENT LETTER

Dear Soumyadip Paul

Date 09-01-2024

Congratulations! We are pleased to confirm that you have been selected to work for Sanjiban Diagnostic Center . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 09-01-2024 at Tamluk . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manage

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

MICRO
Clinical Laboratory & Diagnostic Centre

Subject: Appointment Letter for the post of Lab Technician

Dear Sudeshna Dey

We are happy to extend our heartfelt congratulations on your selection for the position of Lab Technician at Tamluk.
We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time:

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

MICRO Clinical Laboratory & Diagnostic Centre

Subject: Appointment Letter for the post of Lab Technician

Dear Sudip Kumar Adak

We are happy to extend our heartfelt congratulations on your selection for the position of Lab Technician at Tamluk.

We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time:

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Signed by:

HR Manager

S. Malik

ATTESTED

PRINCIPAL
MANISHADAL RAI COLLEGE

Subject: Appointment Letter for the post of Lab Technician

Dear Sudipta Roy

We are happy to extend our heartfelt congratulations on your selection for the position of Lab Technician at Tamluk.
We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

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Signed by
HR Manager

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Subject: Appointment Letter for the post of Lab Technician

Dear Sujata Jana

We are happy to extend our heartfelt congratulations on your selection for the position of Lab Technician at Tamluk.

We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

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Signed by

HR Manager

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

SANJIBAN
DIAGNOSTIC CENTER

APPOINTMENT LETTER

Dear SOUMALYA JANA

Date 03-01-2024

Congratulations! We are pleased to confirm that you have been selected to work for Sanjiban Diagnostic Center We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage).

We would like you to start work on 03-01-2024 at Tamluk . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manage

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

SANJIBAN
DIAGNOSTIC CENTER

APPOINTMENT LETTER

Dear BISHAL MONDAL

Date 03.01.2024

Congratulations! We are pleased to confirm that you have been selected to work for Sanjiban Diagnostic Center . We are delighted to make you the following job offer.

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We would like you to start work on 03-01-2024 at Haldia . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manager

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. SUVOJIT ROYMAHAPATRA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Baharampur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ATTESTED
PRINCIPAL
MANISHADAL RAI COLLEGE

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. SUVOJIT MAITY

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Yours Sincerely,

ORGAN Diagnostic Centre

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. SURAJIT KHAN

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

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We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN DIAGNOSTIC CENTRE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. AMITABHA GHORAI

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

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Yours Sincerely,

ORGAN Diagnostic Centre

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. PRITAM PANDA

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Your employment will be effective, as of 5th August 2023

2. Job title

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You will be posted at Baharampur. You may however be required to work at any place of business which the Company has, or may later acquire.

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We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ATTESTED
PRINCIPAL
MAHESHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. NILADRI SAKHAR BERA

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1. Commencement of employment

Your employment will be effective, as of 5th August 2023

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Yours Sincerely,

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MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

17th July 2023

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We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ATTESTED
PRINCIPAL
NAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. KOUSHIK MANNA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. MANAJ KR DAS

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

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The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. PRABIR BERA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

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4. Place of posting

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5. Hours of Work

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We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. SUMAN DAS

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

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We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. DEBKUMAR ROYMAHAPATRA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

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Your job title will be lab technician ,and you will report to Dr.Debneth.

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Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Baharampur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. SK AMIR SULTAN

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022.

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. NIMAI MONDAL

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022.

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ATTESTED
PRINCIPAL
MAHESHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. ARJUN KUMBHAKAR

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022.

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. RUPAM MAITY

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022.

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. SUSOVAN DAS

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. ATANU JANA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ATTESTED

DIRECTOR

MARISHADAL RAJ CO...

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. SOURAV MAITI

We are pleased to offer you, the position of Medical Lab Technician with: Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. SOUMEN KUMAR GIRI

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ATTESTED
PRINCIPAL
MAHISHADAL RAJ

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. Rashik Chand

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN DIAGNOSTIC CENTRE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. ARNAB BHUINA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN DIAGNOSTIC CENTRE

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. KRISHNA KAMAL ADHIKARI

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN DIAGNOSTIC CENTRE

ATTESTED

PRINCIPAL
MAHESHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. SUDIPTA BERA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions.

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN DIAGNOSTIC CENTRE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. SAIKAT KUMAR MAITY

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. DEBPRASAD MAITY

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ATTESTED

PRINCIPAL
MANISHADAL RAI COLLEGE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. ALOMESH BAIRAGI

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN DIAGNOSTIC CENTRE

ATTESTED

PRINCIPAL
MAHESHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. MANAK MANNA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN DIAGNOSTIC CENTRE

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. MOHAN ADAK

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at Baharampur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. PRITHWIRAJ MAITY

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Baharampur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

17th July 2022

Subject: Letter of Intent

Dear MR. NILENDU SEKHOR SEN

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN DIAGNOSTIC CENTRE

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

SANJIBAN
DIAGNOSTIC CENTER

APPOINTMENT LETTER

Date 02.01.2023

Dear SHILPI PAL

Congratulations! We are pleased to confirm that you have been selected to work for Sanjiban Diagnostic Center . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 02.01.2023 at Tamluk . Please report on start date, for documentation and orientation.

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

Sincerely,

SANJIBAN DIAGNOSTIC CENTRE

HR Manage
Sanjiban Diagnostic Centre

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

MICRO
Clinical Laboratory & Diagnostic Centre

Subject: Appointment Letter for the post of Lab Technician

Dear Sahid Mallik

Date: 03-01-2025

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time:

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager

Micro Clinical Laboratory & Diagnostic Centre
S. Mallik

ATTESTED
PRINCIPAL
MARISHADAL RAJ COLLEGE

Subject: Appointment Letter for the post of Lab Technician

Date - 03.01.2023

DEAR AMIT KUMAR KUILA

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time:

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by

HR Manager

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

MICRO Clinical Laboratory & Diagnostic Centre

Subject: Appointment Letter for the post of Lab Technician

Date - 03.01.2025

DEAR TRINA MAITY

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time:

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Subject: Appointment Letter for the post of Lab Technician

Dear DEBAPIOTI KARAN

Date - 03.01.2023

We are happy to extend our heartfelt congratulations on your selection for the position of Service Technician at Deshpriya Engineering Workshop. We believe your skills, experience, and qualifications make you a valuable addition to our team.

Job Title: Lab Technician

Department: Laboratory

Location: Tamluk, Purba Medinipur

Compensation Package:

Benefits: You will be entitled to our comprehensive benefits package, including health insurance. Further details will be provided during your orientation or onboarding process.

Reporting Date & Time:

Work Schedule: Your regular working hours will be 9 Hours, 6 Days, with scheduled breaks as per company policy.

Joining Formalities:

On your first day, we request that you report to the HR Department to complete all necessary paperwork and formalities and bring all your certificates as per company policy.

Additionally, you will be required to sign a confidentiality agreement and any other relevant agreements.

Performance Evaluation: We conduct regular performance evaluations to provide feedback and assist you in achieving excellence in your role.

Leave: Your employment entitles you to 12 days of paid vacation per year, in addition to other leave benefits outlined in our employee handbook.

At-Will Employment: This appointment letter signifies at-will employment, meaning that it is not a contract for employment. It confirms your at-will status, allowing either party (you or the company) to terminate the employment relationship at any time, with or without cause or notice.

Signed by
HR Manager

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

SANJIBAN
DIAGNOSTIC CENTER

APPOINTMENT LETTER

Date 02-01-2023

Dear Haimantika Adak

Congratulations! We are pleased to confirm that you have been selected to work for Sanjiban Diagnostic Center . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 02-01-2023 at Haldia . Please report on start date, for documentation and orientation.

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

Sincerely,

HR Manage
Sanjiban Diagnostic Centre

ATTESTED
PRINCIPAL
MANISHADAL RAI COLLEGE

SANJIBAN
DIAGNOSTIC CENTER

APPOINTMENT LETTER

Date 02-01-2023

Dear Tiyasha Handa

Congratulations! We are pleased to confirm that you have been selected to work for Sanjiban Diagnostic Center . We are delighted to make you the following job offer.

The position we are offering you is that of Service Technician at a monthly salary of 8500.

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 02-01-2023 at Haldia . Please report on start date, for documentation and orientation.

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

Sincerely,

SANJIBAN DIAGNOSTIC CENTRE

HR Manage
Sanjiban Diagnostic Centre

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

[illegible]	[illegible]	2023	Reliance SMS, Ltd Dakshin Mukherjee, [illegible]	117000
[illegible]	Rahul Dutey	2023	Reliance SMS, Ltd Dakshin Mukherjee, [illegible]	117000
[illegible]	[illegible]	2023	Tata Auto Sourav Sarkar, [illegible]	142116

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Medical Laboratory Technology

Sl. No.	Year	Name of student who has been placed	Year of graduation	Name of the employer with contact details	Pay package at appointment (in INR per annum)
1	2022-2023	ARSHAY TRIPATHI	2023	Organ Diagnostic center	120000
2	2022-2023	PRAYAG MAITY	2023	Organ Diagnostic center	120000
3	2022-2023	SUVANKAR KAJAR	2023	Organ Diagnostic center	120000
4	2022-2023	SANKAR SAMANTA	2023	Organ Diagnostic center	120000
5	2022-2023	PRITAM GUCHHAIT	2023	Organ Diagnostic center	120000
6	2022-2023	SOUMALYA JANA	2023	Organ Diagnostic center	120000
7	2022-2023	BISHAL MONDAL	2023	Organ Diagnostic center	120000
8	2022-2023	RAJIT BERA	2023	Organ Diagnostic center	120000
9	2022-2023	SHYAMPADA BHOWMIK	2023	Organ Diagnostic center	120000
10	2022-2023	ARNAB MAL	2023	Organ Diagnostic center	120000
11	2022-2023	KOUSHIK MANNA	2023	Organ Diagnostic center	120000
12	2022-2023	HANAL KI DAS	2023	Organ Diagnostic center	120000
13	2022-2023	PRABIR BERA	2023	Organ Diagnostic center	120000
14	2022-2023	SUMAN DAS	2023	Organ Diagnostic center	120000
15	2022-2023	DEBALAMA BOYMAHAPATRA	2023	Organ Diagnostic center	120000
16	2022-2023	SUVOJIT BOYMAHAPATRA	2023	Organ Diagnostic center	120000
17	2022-2023	SUVOJIT MAITY	2023	Organ Diagnostic center	120000
18	2022-2023	SUMAIT KHAN	2023	Organ Diagnostic center	120000
19	2022-2023	ANITABHA GHORAI	2023	Organ Diagnostic center	120000
20	2022-2023	PRITAM PANDA	2023	Organ Diagnostic center	120000
21	2022-2023	NILADRI SAKHAR BERA	2023	Organ Diagnostic center	120000
22	2022-2023	Soumyadip Paul	2023	Sanjivan Lab	102000
23	2022-2023	Sulekha Dey	2023	Micro Diagnostic	108000
24	2022-2023	Sudip Kumar Adak	2023	Micro Diagnostic	108000
25	2022-2023	Sujata Roy	2023	Micro Diagnostic	108000
26	2022-2023	Sujata Jana	2023	Micro Diagnostic	108000
27	2022-2023	SOUMALYA JANA	2023	Sanjivan Lab	102000
28	2022-2023	BISHAL MONDAL	2023	Sanjivan Lab	102000

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. AKSHAY TRIPATHI

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN DIAGNOSTIC CENTRE

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

DEAR MR. PRAYAS MAITY

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at Kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

19th July 2023

Subject: Letter of Intent

Dear Mr SUVANKAR KALSA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. SANKAR SAMANTA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ATTESTED
PRINCIPAL
MAHISHADAL Raj COLLEGE

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. PRITAM GUCHHAIT

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at Kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. Bishal Mondal

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN DIAGNOSTIC CENTRE

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. AVIJIT BERA

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at Kolkata. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN DIAGNOSTIC CENTRE

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. Shyamapada Bhowmik

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN Diagnostic Centre

ATTESTED

PRINCIPAL
MAHISHADAL RAJ CO[illegible]

ORGAN
Diagnostic Centre

17th July 2023

Subject: Letter of Intent

Dear MR. ARNAB MAL

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 5th August 2023

2. Job title

Your job title will be lab technician ,and you will report to Dr.Debnath.

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annum.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

ORGAN
Diagnostic Centre

20th July 2022

Subject: Letter of Intent

Dear MR. KOUSHIK PAL

We are pleased to offer you, the position of Medical Lab Technician with Organ Diagnostic Centre on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 2nd August 2022

2. Job title

Your job title will be lab technician ,and you will report to Dr. Rakshit

3. Salary

Your salary and other benefits will be as per our norm Rs. One lac twenty thousand per Annam.

4. Place of posting

You will be posted at Durgapur. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are from Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

ORGAN DIAGNOSTIC CENTRE

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

MONTE CARLO
It's the way you make me feel

GSTN : 03AAFCM7888Q1ZK
PAN - AAFCM7888Q
TAN - JLDM04273C
CIN - L51494PB2008PLC032959

MONTE CARLO FASHIONS LIMITED

Regd. Office : B-XXIX-106, G.T. Road, Sherpur, Ludhiana - 141003 (Pb.) India.
Tel.: 91-161-5048610, 5048620, 5048630, 5048640 Fax : 91-161-5048650

APPOINTMENT LETTER TO A TRAINEE

Dated: February 21, 2022

Dear Gosthogopal,

This is in reference to the interview/personal discussion you had in our organization on February 19, 2022. In this regard we are pleased to offer you an appointment to serve in our organization as a **Trainee Sales Staff** in **Monte Carlo Fashion Limited.**

1. You will be paid stipend of **Rs. 9,300/-** per month. As a trainee, you will not be entitled to any other benefit/privilege available to the other employees.

2. Be it clearly understood and agreed that as a trainee you will not have any lien or right on the regular job, either during the initial or the extended period of training even when there is a vacancy.

3. The initial period of your training is from **March 01, 2022** to **August 31, 2022, Reliance, Haldia, West bengal** which will come to an automatic end on the expiry of the training period. If your progress and interest in training will not be found satisfactory, the training period shall be liable to be extended or even dispensed with during the initial or the extended period of training, purely at the discretion of the Management without stating any reasons.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

MONTE CARLO
It's the way you make me feel

GSTN : 03AAFCM7888Q1ZK
PAN - AAFCM7888Q
TAN - JLDM04373C
CIN - L51494PB2005PLC032059

MONTE CARLO FASHIONS LIMITED

Regd. Office : B-XXIX-106, G.T. Road, Sherpur, Ludhiana - 141003 (Pb.) India.
Tel.: 91-161-5048610, 5048620, 5048630, 5048640 Fax : 91-161-5048650

4. This appointment is further subject to verification of the particulars given by you on your application form. In case any particular/ particulars mentioned by you in the application for appointment are found false or incorrect, your training period shall be terminated without any notice.

5. Notwithstanding any of the clauses of this letter of appointment, the Management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.

The letter of offer is being issued to you in duplicate as a token of your acceptance. Please sign the duplicate copy of this letter and return the same to us.

For **Monte Carlo Fashions Ltd.**

Mr. Jagjit Singh Ahluwalia
Head (HR)

ATTESTED
Principal
MAHESHWARI COLLEGE

MONTE CARLO
It's the way you make me feel.

GSTN : 03AAFCM7888Q1ZK
PAN - AAFCM7888Q
TAN - JLDM04272C
CIN - L51434PB2008PLC03205

MONTE CARLO FASHIONS LIMITED
Regd. Office : B-XXIX-106, G.T. Road, Sherpur, Ludhiana - 141003 (Pb.) India.
Tel.: 91-161-5048610, 5048620, 5048630, 5048640 Fax : 91-161-5048650

APPOINTMENT LETTER TO A TRAINEE

Dated: February 21, 2022

Dear Gosthogopal,

This is in reference to the interview/personal discussion you had in our organization on February 19, 2022. In this regard we are pleased to offer you an appointment to serve in our organization as a **Trainee Sales Staff** in Monte Carlo Fashion Limited.

1. You will be paid stipend of **Rs. 9,300/-** per month. As a trainee, you will not be entitled to any other benefit/privilege available to the other employees.
2. Be it clearly understood and agreed that as a trainee you will not have any lien or right on the regular job, either during the initial or the extended period of training even when there is a vacancy.
3. The initial period of your training is from March 01, 2022 to **August 31, 2022, Reliance, Haldia, West bengal** which will come to an automatic end on the expiry of the training period. If your progress and interest in training will not be found satisfactory, the training period shall be liable to be extended or even dispensed with during the initial or the extended period of training, purely at the discretion of the Management without stating any reasons.

ATTESTED
PRINCIPAL
MAHESHWARI RAI COLLEGE

MONTE CARLO
the way you make me feel

GSTN : 03AAFCM7888Q1ZK
PAN - AAFCM7888Q
TAN - JLDM04272C
CIN - L51494PB2005PLC03205

MONTE CARLO FASHIONS LIMITED

Regd. Office : B-XXIX-106, G.T. Road, Sherpur, Ludhiana - 141003 (Pb.) India.
Tel.: 91-161-5048610, 5048620, 5048630, 5048640 Fax : 91-161-5048650

4. This appointment is further subject to verification of the particulars given by you on your application form. In case any particular/ particulars mentioned by you in the application for appointment are found false or incorrect, your training period shall be terminated without any notice.

5. Notwithstanding any of the clauses of this letter of appointment, the Management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.

The letter of offer is being issued to you in duplicate as a token of your acceptance. Please sign the duplicate copy of this letter and return the same to us.

For Monte Carlo Fashions Ltd.

Mr. Jagjit Singh Ahluwalia
Head (HR)

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

COSMO BAZAAR

Ref: HR/APRL/22/K1/8536351/01

Date: 18.04.2022

Offer cum Appointment Letter

Dear Sutanuka Maity,

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 **CSA Cashier** in the employment of the company subject to your joining on or before Sutanuka Maity. The offer shall automatically lapse if you do not join.
Reliance Projects & Property Management Services Ltd is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as **CSA Cashier** in **Grade K1** 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. 187986/- per annum** as below:

	Rs. per month
Basic	9380
HRA	6254
Conveyance Allowance	
Monthly Gross	15834
Annual Gross	187986

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 deputation or completion 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

HR Manager
Talent Services
AGS RETAILS (INDIA) LTD.

Signature of the Employee

Encl: Terms and Conditions of Employment - Annexure - I

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

COSMO BAZAAR

Annexure - I

TERMS & CONDITIONS OF EMPLOYMENT

1. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job you will lose your lien on the job and your employment will cease to end on the day you are found medically unfit by the Medical Officer.

2. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect your appointment will be liable for termination without any notice or salary in lieu of notice.

3. The address as indicated in your application for appointment shall deem to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.

4. All the above mentioned should be reduced to the extent of absence without leave or leave without pay. Only Basic Salary shall be reckoned for computing the contribution to the Provident Fund.

5. You are required to submit the following documents, if the same have not been submitted earlier.

   i. Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials as original together with copies thereof.

   ii. Copies of your passport photographs with white background.

   iii. Copy of Passport / Ration Card / Voter's ID / driving licence / aadhaar or any other document in proof of your residence and photo identity.

   iv. Copy of your PAN.

6. You have hereby given no objection to the Company/Group Companies and authorized sharing your personal information and documents, including but not limited to Aadhar number, other Government issued ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organizations that Reliance Retail has appointed now being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment, training, management, payment, credit assessment, loan account, vehicle account, etc.

7. You have hereby authorized the Company or any agency / agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / customers can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

8. You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency platform.

9. Your Ex Objection will be contingent with the arrangement between the Company and any agency / organization engaged by the Company for Reference / Antecedent Verification of your current and past employments.

10. In order to ensure the uniformity and maintenance of a good industrial harmony before the Customers of the Establishment the Establishment may at its option put you with some standard dress code. You shall be present at all the times in a neat and tidy manner.

11. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.

ATTESTED

PRINCIPAL
MANISHADAL JAI COLLEGE

COSMO BAZAAR

12. During your tenure with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any information loss/leakage or breach of confidentiality in any way which has occurred due to the misuse of your credentials.

13. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules, or orders of the client or Company as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the client's establishment of your posting.

14. You shall be entitled to leave and other benefits as per the rules and regulations governing client's establishment where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly holiday may be staggered and determined as per the roster.

15. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, wholeheartedly at the client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered and you may be required to work in spells in the morning and evening. In case you being a female employee you shall be provided with due security escort up to your residence in case you work beyond 8 pm.

16. You will be required to work on any day of the year, including festival holidays, as the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

17. Your employment is transferable to any other place, establishment, department, division, unit, branch, subsidiary, affiliate of our client, associate. However, such transfer will not entail any variance in your salary and, or adversely affect your emoluments.

18. In normal course you shall retire from the services of the organization on attaining the age of 58 years.

19. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

   i. Return to work within 8 days from the commencement of such absence and

   ii. Give an explanation to the satisfaction of the Management regarding such absence.

20. You will be on probation for a period of Six Months from the date of your joining, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 30 Days' notice in writing by either side or payment of 30 Days Basic salary as law thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment is liable to be terminated by giving One Months' notice in writing by either side or payment of One Month Basic Salary in lieu thereof. You shall attend duties till you are relieved from the service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

21. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct", in the case of reasonable suspicion of misconduct, dishonesty and commission of an act involving moral turpitude, any act of indiscipline or misbehaviour. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

22. You will be bound by the code of conduct, rules, regulations and other orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions and terms of employment.

23. You may be laid off on payment of 50% wages in instance of shortage of work, materials, electricity and similar other reasons.

24. You shall extend all cooperation to the client's employees, customers, representatives, etc. and do all such things diligently, faithfully and to the best of your skill and ability as may be necessary to serve the client and perform all the duties entrusted to you from time to time.

ATTESTED

Partner

MANAGING DIRECTOR

COSMO BAZAAR

ANNEXURE - II

UNDERTAKING

I, Sutanuka Maity hereby acknowledge and agree to the following terms and conditions in connection with my employment at Tryhands.

1. I understand that maintaining basic grooming and hygiene standards is essential for a positive customer experience and a professional workplace. I commit to maintaining good personal hygiene and adhering to the company's grooming guidelines.
2. I acknowledge that as an employee of Reliance Property & Property Management Services Ltd. I am expected to adhere to the company's uniform policy. I will wear the prescribed uniform as provided by the company, follow all guidelines and instructions regarding its proper use and maintenance.
3. I recognize the importance of polite and respectful communication with customers. I will consistently engage with customers in a friendly, professional, and courteous manner, actively listening to their needs and providing assistance to the best of my ability.
4. I acknowledge that my role may require me to handle cash transactions and maintain accurate records of financial transactions as part of my responsibilities. I will diligently follow company procedures for cash handling and bookkeeping, ensuring accuracy and transparency in all tasks. In case of any discrepancy, the same may be recovered from my salary.
5. **I understand that the store operation timings shall coincide with the timings of the retail market in which the store is located. I hereby consent to adhere to the same. I acknowledge that this is crucial for the smooth functioning of the Company, and I am prepared to contribute as necessary.**
6. I am committed to maintaining a workplace free from discrimination or harassment based on gender, sex, race, or any other protected characteristic. I will treat all Colleagues, Manager and Customers with fairness, respect, and dignity, and I will promptly report any incidents of discrimination or harassment that I witness or experience to the HR Department.
7. I am committed to participating in all training sessions and workshops, whether conducted virtually or in person. I acknowledge that these training opportunities are essential for my professional development and the Company's growth.

I acknowledge that I have read, understood, and agree to comply with the terms and conditions set forth in this undertaking, encompassing those outlined in my Appointment Letter, Company Policies, and procedures, subject to amendments as deemed necessary. Further I give my consent to clauses no. 8 & 9 of the terms and conditions of my Appointment Letter.

Name : Sutanuka Maity

Signature : Sutanuka Maity

Date : 18.04.24

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

COSMO BAZAAR

Ref: HR/APRL/22/K1-678684.02

Date 18/04/2022

Offer cum Appointment Letter

Dear Moumita Maity,

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 **CSA Cashier** in the employment of the company subject to your joining on or before Moumita Maity. The offer shall automatically lapse if you do not join.
Reliance Projects & Property Management Services Ltd is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work **as CSA Cashier in Grade K1** 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. 187906/- per annum** as below:

	Rs. per month
Basic	9180
HRA	6254
Conveyance Allowance	
Monthly Gross	15655
Annual Gross	187906

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 confirmation 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 deputation or completion 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

Authorised Signatory

Signature of the Employee
Encl: Terms and Conditions of Employment - Annexure - 1

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

COSMO BAZAAR

Annexure - I

TERMS & CONDITIONS OF EMPLOYMENT

1. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will cease to end on the day you are found medically unfit by the Medical Officer.

2. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.

3. The address as indicated in your application for appointment shall deem to be correct for sending any communications to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.

4. All the above conditions should be reviewed to the extent of absence without leave or leave without pay. Only Basic Salary shall be reckoned for computing the contribution to the Provident Fund.

5. You are required to submit the following documents, if the same have not been submitted earlier.

   i. Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other documents in original together with copies thereof.

   ii. Copies of your passport photographs with white background.

   iii. Copy of Passport / Ration Card / Voter's ID / driving licence / aadhaar or any other document as proof of your residence and photo identity.

   iv. Copy of your PAN.

6. You have hereby given no objection to the Company/Or its group Companies and associates sharing your personal information and documents, including but not limited to Aadhar number, other Government issued ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with our Reference / Screening / Verification Organizations that Reliance Retail has appointed from being or anyone later for the purpose of background checks and verifications, as well as to avoid errors such as employment / training / management / personal / credit / assessment / house / criminal / vehicle / social etc.

7. You have hereby authorized the Company or any agency / agencies appointed by them from time to time to store your personal information on their platforms, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / consortiums can access and update your digital record on such platforms, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

8. You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency platform.

9. Your No Objection will be communicated with the management between the Company and any agency / organizations engaged by the Company for Reference / Screening/Verification of your current and post employments.

10. In order to ensure the uniformity and maintenance of a good authentic before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.

11. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

COŠMO BAZAAR

12. During your tenure with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any information loss, damage or breach of confidentiality or any loss which has occurred due to the misuse of your credentials.

13. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the client or Company as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the client's establishment of your posting.

14. You shall be entitled to leave and other benefits as per the rules and regulations governing client's establishment where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly holiday may be staggered and determined as per the course.

15. You will be governed by the working hours governing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, accordingly at the client's designated premises. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered and you may be required to work as early in the morning and evening. In case you being a female employee you shall be provided with due security escort up to your residence in case you work beyond 8 pm.

16. You will be required to work on any day of the year, including festival holidays, as the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week as per the schedule notified.

17. Your employment is transferable to any other place, establishment, department, division, unit, branch, subsidiary, affiliate of the client, associate. However, such transfer will automatically attract no reduction in your salary and/or adversely affect your emoluments.

18. Normal retire you shall retire from the services of the organization on attaining the age of 58 years.

19. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered to have voluntarily terminated your employment without giving any notice unless you:

   i. Return to work within 5 days from the commencement of such absence and,

   ii. Give an explanation to the satisfaction of the Management regarding such absence.

20. You will be on probation for a period of Six Months from the date of your joining, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 30 Days' notice in writing by either side or payment of 30 Days Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment is liable to be terminated by giving One Months' notice in writing by either side or payment of One Month Basic Salary in lieu thereof. You shall attend duties till you are relieved from the service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

21. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" as the case of remarkable suspicion of misconduct, dishonesty and commission of an act involving moral turpitude, any act of indiscipline or unsatisfactory. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and/or otherwise.

22. You will be bound by the code of conduct, rules, regulations and other orders as have and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions and terms of employment.

23. You may be laid off on payment of 50% wages on account of shortage of work, materials, electricity and similar other reasons.

24. You shall extend all cooperation to the client's employees, managers, supervisors etc. and do all such things diligently, faithfully and to the best of your skill and ability as may be necessary to serve the client and perform all the duties assigned by you from time to time.

ATTESTED

COSMO BAZAAR

ANNEXURE - II

UNDERTAKING

I, Mousita Maity hereby acknowledge and agree to the following terms and conditions in connection with my employment at Pantaloons.

1. I understand that maintaining basic grooming and hygiene standards is essential for a positive customer experience and a professional workplace. I commit to maintaining good personal hygiene and adhering to the company's grooming guidelines.
2. I acknowledge that as an employee of Reliance Properties & Property Management Services Ltd, I am expected to adhere to the company's uniform policy. I will wear the prescribed uniform as provided by the company, follow all guidelines and authorities regarding its proper use and maintenance.
3. I recognize the importance of polite and respectful communication with customers. I will consistently engage with customers in a friendly, professional, and courteous manner, actively listening to their needs and providing assistance to the best of my ability.
4. I acknowledge that my role may require me to handle cash transactions and maintain accurate records of financial transactions as part of my responsibilities. I will diligently follow company procedures for cash handling and bookkeeping, ensuring accuracy and transparency at all times. In case of any discrepancy, the same may be recovered from my salary.
5. **I understand that the store operation timings shall coincide with the timings of the retail market in which the store is located. I hereby consent to adhere to the same. I acknowledge that this is crucial for the smooth functioning of the Company, and I am prepared to contribute as necessary.**
6. I am committed to maintaining a workplace free from discrimination or harassment based on gender, sex, race, or any other protected characteristic. I will treat all Colleagues, Manager and Customers with fairness, respect, and dignity, and I will promptly report any incidents of discrimination or harassment that I witness or experience to the HR Department.
7. I am committed to participating in all training sessions and work days, whether conducted virtually or in person. I acknowledge that these training opportunities are essential for my professional development and the Company's growth.

I acknowledge that I have read, understood, and agree to comply with the terms and conditions set forth in this undertaking, encompassing those outlined in my Appointment Letter, Company Policies, and procedures, subject to amendments as deemed necessary. Further I give my consent to clauses no. 8 & 9 of the terms and conditions of my Appointment Letter.

Name : Mousita Maity

Signature : Mousita Maity

Date : 18.04.22

ATTESTED
PRINCIPAL
MAHESHTALA RAJ COLLEGE

COSMO BAZAAR

Ref: HR/APRL/22/KI/[illegible]

Date: 18.04.2022

Offer cum Appointment Letter

Dear Tanushri Pipa,

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 **CSA Cashier** in the employment of the company subject to you joining on or before **Monday May**. The offer shall automatically lapse if you do not join.

Reliance Projects & Property Management Services Ltd is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as **CSA Cashier** in Grade **K1** and shall perform duties that are assigned to you in connection with the Clients' business or their purposes as may be advised from time to time.

You will receive an Annual Gross Compensation excluding Bonus and allowances of **Rs. 187906/- per annum** as below:

	Rs. per month
Basic	9160
HRA	6292
Conveyance Allowance	
Monthly Gross	15610
Annual Gross	187906

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 deputation or completion 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

HR Manager
AGS RETAILS (INDIA) LTD.

Signature of the Employee

Encl: Terms and Conditions of Employment - Annexure - 1

ATTESTED
PRINCIPAL
MAHESHWARI JAI COLLEGE

COSMO BAZAAR

ANNEXURE - I

TERMS & CONDITIONS OF EMPLOYMENT

1. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will cease to end on the day you are found medically unfit by the Medical Officer.

2. Your appointment is based on the basis of the particulars such as qualifications, etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.

3. The address as endorsed in your application for appointment shall deem to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.

4. All the above mentioned salaries should be reduced to the extent of absence without leave or leave without pay. Only Basic Salary shall be reckoned for computing the contribution to the Provident Fund.

5. You are required to submit the following documents, if the same have not been submitted earlier:

   i. Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials as original together with copies thereof.

   ii. Copies of your passport photographs with white background.

   iii. Copy of Passport / Ration Card / Voter's ID / driving licence / aadhaar or any other document as proof of your residence and photo identity.

   iv. Copy of your PAN.

6. You have hereby given no objection to the Company/ie or group Companies and associates) sharing your personal information and documents, including but not limited to Aadhar number, other Government issued ID number such as Voter ID, PAN card, DL, name, gender, date of birth, address, mobile number, email, education record and employment record with any Reference / Authorised Verification Organisations that Reference Retail has appointed now being or anytime later, for the purpose of background checks and verifications, in order to avail services such as employment, training, management, payment, credit assessment, human resource, talent recruitment, etc.

7. You have hereby authorised the Company or any agency / agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which the consent is being obtained. The Company or its service provider and their authorised users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references / testimonials, etc. and can use related services provided on such agency. You have understood that agency will ensure security and confidentiality of the same.

8. You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

9. Your No Objection will be communicated with the management between the Company and any agency / organisation engaged by the Company for Reference / Authorised Verification of your current and prior employments.

10. In order to ensure the authenticity and maintenance of a good reputation before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.

11. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.

ATTESTED
PRINCIPAL
MAHARAJA AGRASEN COLLEGE

12. Dealing your issues with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any information loss, leakage or breach of confidentiality in any way which has occurred due to the misuse of your credentials.

13. You will be governed by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the client or Company as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the client's establishment of your posting.

14. You shall be entitled to leave and other benefits as per the rules and regulations governing client's establishment where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly holiday may be rescinded and determined as per the exigency.

15. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present accordingly at the client's designated location. You will be required to work in one of the shifts during the day or night. Your working hours may be rescinded and you may be required to work as spells in the morning and evening. In case you being a female employee you shall be provided with due security cover up to your residence in case you work beyond 9 pm.

16. You will be required to work on any day of the year, including festival holidays, as the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week as per the schedule notified.

17. Your employment is transferable to any other place, establishment, department, division, unit, branch, subsidiary, affiliate of our client, associate. However, such transfer will not entail any reduction in your salary and / or adversely affect your emoluments.

18. In normal course you shall retire from the services of the organization on attaining the age of 58 years.

19. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as for any voluntarily terminated your employment without giving any notice unless you:

    i. Return to work within 8 days from the commencement of such absence and

    ii. Give an explanation to the satisfaction of the Management regarding such absence.

20. You will be on probation for a period of Six Months from the date of your posting, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 30 Days' notice in writing by either side or payment of 30 Days Basic salary in lieu thereof. On completion of initial probation period till such time that you are informed in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment is liable to be terminated by giving One Month' notice in writing by either side or payment of One Month Basic Salary in lieu thereof. You shall attend duties till you are relieved from the service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

21. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, dishonesty and commission of an act involving moral turpitude, any act of indiscipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

22. You will be bound by the code of conduct, rules, regulations and office orders as force and issued by the company from time to time in relation to your service conditions, which will form part of your service conditions and terms of employment.

23. You may be laid off on payment of 50% wages on account of shortage of work, materials, electricity and causes other reasons.

24. You shall extend all cooperation to the client's employees, customers, representatives, etc. and do all such things diligently, faithfully and to the best of your skill and ability as may be necessary to serve the client and perform all the duties entrusted to you from time to time.

ATTESTED
PRINCIPAL
MAHESHAGAR RAI COLLEGE

COSMO BAZAAR

ANNEXURE - II

UNDERTAKING

I, Tasnim Pak, hereby acknowledge and agree to the following terms and conditions in connection with my employment at Bazaar:

1. I understand that maintaining basic grooming and hygiene standards is essential for a positive customer experience and a professional workplace. I commit to maintaining good personal hygiene and adhering to the company's grooming guidelines.
2. I acknowledge that as an employee of Reliance Property & Property Management Services Ltd, I am expected to adhere to the company's uniform policy. I will wear the prescribed uniform as provided by the company, follow all guidelines, and ensure it is maintained in proper condition.
3. I recognize the importance of polite and respectful communication with customers. I will consistently engage with customers in a friendly, professional, and courteous manner, actively listening to their needs and providing assistance to the best of my ability.
4. I acknowledge that my role may require me to handle cash transactions and accurately maintain records of financial transactions as part of my responsibilities. I will diligently follow company procedures for cash handling and bookkeeping, ensuring accuracy and transparency in all issues. In case of any discrepancy, the same may be recovered from my salary.
5. **I understand that the store operation timings shall coincide with the timings of the retail market in which the store is located. I hereby consent to adhere to the same. I acknowledge that this is crucial for the smooth functioning of the Company, and I am prepared to contribute as necessary.**
6. I am committed to maintaining a workplace free from discrimination or harassment based on gender, race, or any other protected characteristic. I will treat all Colleagues, Managers and Customers with fairness, respect, and dignity, and I will promptly report any incidents of discrimination or harassment that I witness or experience with the HR Department.
7. I am committed to participating in all training sessions and workshops, whether conducted virtually or in-person. I acknowledge that these training opportunities are essential for my professional development and the Company's growth.

I acknowledge that I have read, understood, and agree to comply with the terms and conditions set forth in this undertaking, encompassing those outlined in my Appointment Letter, Company Policies, and procedures, subject to amendments as deemed necessary. Further I give my consent to clauses no. 8 & 9 of the terms and conditions of my Appointment Letter.

Name : _____

Signature : _____

Date : _____

AGS REALTORS (INDIA) LTD.

ATTESTED

MAHESHWARI LAW COLLEGE

Reliance SMSL Limited

Ref No: HR/JUN/22/TA/60502628/1001254284
Date: 28.06.2022

Nobo Kumar Mondal

Dear Nobo Kumar Mondal,

This has reference to your application and the interview you had with us.

We are pleased to offer you the engagement as an **NAPS Trainee** in the trade of **Retail Assistant**, in terms of provisions of the Apprenticeship Act, 1961 and rules thereunder.

As discussed, this offer will be subject to following terms and conditions:

1. You shall be paid a consolidated stipend of **112788.00/- p.a. (ONE LAKH TWELVE THOUSAND SEVEN HUNDRED EIGHTY EIGHT Rupees)**. The payment of stipend is linked to actual attendance during the month and payable on proportionate basis, in case of absence.

2. You are required to execute a Contract of Apprenticeship Training as per the Apprenticeship Act, 1961.

3. Your engagement is as an Apprentice and you, not being an employee, will not be eligible and/or entitled to receive any other the benefit as may be applicable to other employees of the company.

4. You shall not, during your Apprentice training with the company, discuss, divulge or communicate to any person or persons any information of a confidential nature relating to the trade or business of the company.

5. The Company will further extend the benefit of Group Personal Accident Policy to you during your apprenticeship training with the company.

6. You shall not engage yourself in any act of misconduct / subversive of discipline or efficiency. Any contravention of the clause will amount to gross misconduct during the Apprentice training and your contract of apprenticeship may be revoked.

7. During our Apprentice training you shall, at all times, wear uniform provided by the formats. You shall adhere to all safety related instructions / SOPs. Your failure to adhere to the rules and regulations / SOPs at your work place may result in revocation of your Apprenticeship contract with immediate effect.

ATTESTED

Further we would like to take this opportunity to confirm your details in our records which are as mentioned below

Pan No	NLYPS3919E
Bank Name	BANK OF BARODA
A/c No	57576100036047
Type of Account	Savings
MICR Code	700012105
NEFT Code	BARB0DALKHO
Email ID	devcharansingha0110@gmail.com

In case of any change in the above details you may please contact your branch accordingly for necessary assistance for updation of your records.

You are advised to visit the reporting branch/reporting manager for more information and details about products and business.

We encourage you to visit advisor portal and visit www.adityabirlasunlifeinsurance.com to conveniently access all your policy details with the help of access codes comprising of your CPIN/TPIN number.

Should you require any further clarification or assistance please contact us at your convenience at the below mentioned centers-

Visit any of our branches; to locate the branch nearest to you kindly log onto www.adityabirlasunlifeinsurance.com

Call us on toll free number -1800-270-7000, between 9 AM to 9 PM (IST), Monday to Saturday.

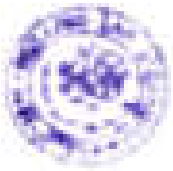
E-mail us: care.lifeinsurance@adityabirlacapital.com Log on to www.adityabirlasunlifeinsurance.com for further information.

Thank you for choosing Aditya Birla Sun Life Insurance as your preferred insurance partner. We take this opportunity to assure you of our best services at all times and look forward to a mutually beneficial relationship.

Yours Sincerely,

Rajesh Tarani
Designated officer

ATTESTED
PRINCIPAL
MAHESHWARI [illegible]



Reliance SMSL Limited

Ref No: HR/DEC/22/TA/60590823/1001584299
Date: 28.12.2022

TAMAL TARAFDER

08,HOSSENPUR ARANGHATA DHANTALA,HOSSENPUR ARANGHATA DHANTALA
West Bengal,India
741501

Dear TAMAL TARAFDER,

This has reference to your application and the interview you had with us.

We are pleased to offer you the engagement as an NAPS Trainee in the trade of **Retail Trainee Associate** in terms of provisions of the Apprenticeship Act, 1961 and rules thereunder.

As discussed, this offer will be subject to following terms and conditions:

1. You shall be paid a consolidated stipend of 128652.00/- p.a. (**ONE LAKH TWENTY EIGHT THOUSAND SIX HUNDRED FIFTY TWO Rupees**). The payment of stipend is linked to actual attendance during the month and payable on proportionate basis, in case of absence.

2. You are required to execute a Contract of Apprenticeship Training as per the Apprenticeship Act, 1961.

3. Your engagement is as an Apprentice and you, not being an employee, will not be eligible and/or entitled to receive any other the benefit as may be applicable to other employees of the company.

4. You shall not, during your Apprentice training with the company, discuss, divulge or communicate to any person or persons any information of a confidential nature relating to the trade or business of the company.

5. The Company will further extend the benefit of Group Personal Accident Policy to you during your apprenticeship training with the company.

6. You shall not engage yourself in any act of misconduct / subversive of discipline or efficiency. Any contravention of the clause will amount to gross misconduct during the Apprentice training and your contract of apprenticeship may be revoked.

7. During our Apprentice training you shall, at all times, wear uniform provided by the formats. You shall adhere to all safety related instructions / SOPs. Your failure to adhere to the rules and regulations / SOPs at your work place may result in revocation of your Apprenticeship contract with immediate effect.

ATTESTED

Reliance SMSL Limited (formerly Reliance Retail Ventures Limited)

Reliance SMSL Limited

8. Your engagement as an Apprentice is for a period of 12 (Twelve) months. Hence it will automatically come to an end upon completion of 12 (Twelve) months from the date of your joining.

9. The Apprenticeship does not promise regular employment or create any right thereof.

10. Please carry the documents as mentioned in Annexure A on your day of joining.

11. Please sign duplicate copy of this letter in acceptance of this offer.

We welcome you onboard.

Yours sincerely,
For **Reliance SMSL Limited,**

Authorized Signatory

This offer is received. The terms and conditions are explained to me and I accept the same.

Name of the Candidate : TAMAL TARAFDER
Date : 28.12.2022

ANNEXURE A

(i) Two numbers of stamp passport size photographs (White background).
(ii) Fitness certificate (from MBBS doctor).
(iii) Original and one photocopy of this letter.
(iv) Copy of PAN Card and Aadhaar Card.
(v) Cancelled Cheque leaf (CTS 2010 Compliant with IFSC &MICR Codes).

ATTESTED

PRINCIPAL

Reliance SMSL Limited

Ref No. HR/SEP/22/K1/0054/521/1004120990

SRIMANTA BAGAL

Date: 22.09.2022

Offer-cum-Appointment Letter

Dear SRIMANTA,

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 **Customer Service Associate** in the employment of the company subject to your joining on or before **22.09.2022**. 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 **Customer Service Associate** in Grade **K1** 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. 120612/- per annum** as below:

	Rs. per month
Basic	6560
HRA	4321
Conveyance Allowance	
Monthly Gross	10721
Annual Gross	128652

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 requirements of the services provided by us to our clients and shall also be subject to the requirements of deputation or completion 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 view 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**

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Reliance SMSL Limited

Annexure - I

TERMS & CONDITIONS OF EMPLOYMENT

1. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will come to end on the day you are found medically unfit by the Medical Officer.

2. Your appointment is based on the basis of the particulars such as qualification etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.

3. The address as indicated in your application for appointment shall deem to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.

4. All the above emoluments should be reduced in the event of absence without leave or leave without pay. Only Basic Salary shall be reckoned for computing the contribution to the Provident Fund.

5. You are required to submit the following documents, if the same has not been submitted earlier

   a. Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials in original together with copies thereof.

   b. Copies of your passport photographs with grey background.

   c. Copy of Passport / Ration Card / Voter's ID / driving license or any other document as proof of your residence and photo identity.

6. You have hereby given no objection to the Company/Or its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhar number, other Government issued ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organisation that Reliance Retail has appointed (now being or anytime later) for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payroll / credit / insurance / lease or rent / vehicle on rent, etc.

7. You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references & testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

8. You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

9. Your No Objection will be concurrently with the arrangement between the Company and any agency / organisation engaged by the Company for Reference / Antecedent Verification of your current and past employments.

10. In order to ensure the uniformity and maintenance of a good ambience before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present in all the Office in a neat and tidy manner.

11. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.

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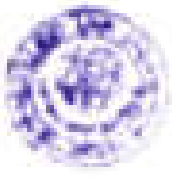
MAHESHADAY COLLEGE



Reliance SMSL Limited

12. During your tenure with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the misuse of your credentials.

13. You will be governed by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the client or Company as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the client's establishment of your posting.

14. You shall be entitled to leave and other benefits as per the rules and regulations governing client's establishment where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly holiday may be staggered and determined as per the needs.

15. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, accordingly, at the client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered and you may be required to work in shifts in the morning and evening. In case you being a female employee you shall be provided with due security escort up to your residence in case your work beyond 9 pm.

16. You will be required to work on any day of the year, including festival holidays, in the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

17. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary / affiliate of our client / associate. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

18. In normal course you shall retire from the services of the organization on attaining the age of 58 years.

a. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you

b. Resume work within 8 days from the commencement of such absence and

c. Give an explanation to the satisfaction of the Management regarding such absence.

19. You will initially be on probation for a period of Six months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving one month's notice in writing by either side or payment of one month's Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, your services are liable to be terminated at any time without assigning any reason as per the provisions of labour governing your appointment. In case you wish to resign you will give us the notice as per the provisions of the labour governing your appointment. You shall remain duties till you are relieved from service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

20. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, dishonesty and commission of an act involving moral turpitude, any act of indiscipline or inefficiency. You may be placed under suspension pending inquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

21. You will be bound by the code of conduct, rules, regulations and other orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions and terms of employment.

22. You may be laid off on payment of 50% wages on account of shortage of work, materials, electricity and similar other reasons.

23. You shall extend all cooperation to the client's employees, customers, representatives, etc. and do all such things diligently, faithfully and to the best of your skill and ability as may be necessary to serve the client and perform all the duties assigned to you from time to time. We expect you to work with the high standard of initiative, efficiency and economy.

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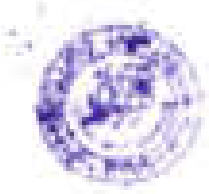
PRINCIPAL
MANISHA DAS



Reliance SMSL Limited

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MAHESHADAL RAI COLLEGE

Reliance SMSL Limited

16. The various clauses of this letter are to be read, understood and interpreted as a unity and none of the clauses are severable from the remaining.

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MAHISHADAL RAJ COLLEGE

44

QUESS

Date: Oct 13, 2022
Offer No : QS281861

SUGATA ROY

BAGNAN
WEST BENGAL

Subject:- Letter of Traineeship

This has reference to your interview/selection process for enrolment under Traineeship Program by Quess Corp as provided under its certified standing orders

We are pleased to enroll you for the Training Program as a Trainee under the Scheme set out on the following terms & conditions:

Break up	**Rs. Amount per Month**
Stipend Esi	10196
Stipend Gross	**10196**

Employer's Contribution	
Employer_esi	331
Insurance	109
Total Contribution	**440**
Cost to Company: (CTC)	**10636**

Deduction: (Subjected to change)	
Employee Esi	76
Total Deduction	**76**
Stipend NTH	**10120**

The tenure of the Training will be start from OCT 14, 2022 and ending on APR 12, 2023
NOTICE PERIOD:

Sugata Roy

QUESS Corp Ltd
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http://www.quesscorp.com | Toll Free No: 1800-572-3333

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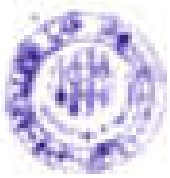

QUESS

During this tenure, learning And development capabilities of the trainees would be reviewed from time to time. In the event where the trainee's capabilities & contribution are found to be substantially below par, Quess Group reserves the right to release such incumbent from the traineeship with a notice period of 10 days. In the eventuality if you wish to separate from the organization you will need to give 10 day's notice in writing.

However due To breach Of code Of conduct, misbehavior Or indiscipline etc, then in such cases, QUESS will have / reserve rights to terminate immediately without giving notice period.

On successful completion of the training the trainees will be given a certificate of recognition from Quess Corp.

The initial training location/base will be at BAGNAN. At such location the training will be at any business area Or function of the Quess Corp's Client's/ Customer's field locations.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your traineeship And you shall indemnify the client if there is a loss of any kind to the said property.

CODE OF CONDUCT

You shall Not engage in any act subversive of discipline in the course of your duties for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such acts, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.

NON-DISCLOSURE

You shall take care Not To disclose Or divulge confidential information/trade secrets, etc belonging either To the Company Or To the Client, that you may come across In the course Of your responsibilities either To the Company And/Or To the Client Or To anyone outside the Client's organization And you shall use such confidential Information only In connection With the services provided by you To such Client. Further, you shall Not utilize any Confidential Information acquired in consequence of your traineeship for your benefit Or for the benefit of any third party other than the Company Or its Client who has disclosed such Confidential Information Or for whom you have created the Confidential Information.

Swagata Roy

QUESS Corp Ltd
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http://www.quesscorp.com | Toll Free No: 1800-572-1111

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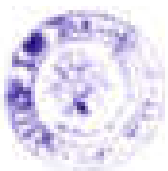

QUESS

During the traineeship, the trainee shall be subject to the Code of Conduct, set out in Annexure.

Additional Insurance Coverage: We as an your employer will cover only employee with Group Mediclaim Insurance Coverage upto Rs. 2 Lakhs,Group Personal Accident Insurance Coverage upto Rs. 2.5 Lakhs and Group Term Life Insurance Coverage upto Rs. 2 Lakhs. Over & above that,If Employee wish to cover family members under Insurance Benefit Facilities, Additional Premium will be deducted from Employee Gross SalaryPer Month, following is the coverage and Premium:

Coverage	Additional Premium Per Month
Self +Spouse+2kids	Rs.199/-
Self+Spouse+2 kids+parents	Rs.352/-
Self+Parents	Rs.352/-

We wish you the best learning experience during your training stint with us and trust that you will find this period of mutual association very enriching.

Yours sincerely

For Quess Corp Ltd

Tej Hans Raj Singh
Deputy CEO

Acknowledged

Sugata Roy

QUESS Corp Ltd
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http://www.quesscorp.com | Toll Free No: 1800-572-3333

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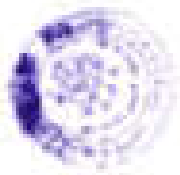

QUESS

Name

Signature

OfferID :
Location :

Sugata Roy

Offer No : QU0[illegible]

QUESS Corp Ltd
3/1/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http://www.quesscorp.com | Toll Free No: 1800-572-3333

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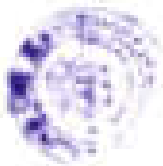

TRENDYTECH BERA MOTORS PVT. LTD.

To
Mr. Ayan Gosda
S/O Gautam Gosda
Bagnan-I, Murafihat
Howrah-711303

Date-10.12.2022

SUB:-APPOINTMENT

Dear Mr. Ayan Gosda

We have pleasure in informing you that you have been appointed as Jr. Sales Executive, Level-1 in Sales Department in our organization with effect on 11th December 2022 Subject to following terms and conditions:

You will be on Probation for a period of six months and on successful completion of such probationary period, you will be confirmed in your employment in writing by the management. If at any time during your probationary period your service is found unsatisfactory , the management reserves the right to terminate your services.

1. You shall devote the whole of your time and attention to the business of the company as required and shall not engage yourself in any other work or business whatever and any trade without the previous consent in writing of the management.

2. You shall not at any time during the continuance of your employment by the company or after the termination there of, divulge any secret of the company relating to its trade or business and shall observe strict secrecy as to the trade secrets management process or any confidential information concerning the affairs, dealing or concern of the company and of any associated or subsidiary company of the company shall do everything in your power to promote the interests of the company and conduct yourself in all matters to the satisfaction of the company.

3. You shall be paid such monthly salary as shall by mutually agreed upon from time to time, provided that in the absence of any mutual agreement as to the rate of salary, such rate of amount shall remain at the figure last agreed upon in writing. On appointment, you will be paid a Basic salary of Rs.5500 (Five Thousand Five Hundred Only).

4. All Taxes, deductions etc. as per law and rules and as are applicable from time to time, will be deducted at source.

5. The retirement age applicable to you shall be 58 years. However, the company may, at its sole and absolute discretion offer an annual extension of your service.

6. In addition to your consolidated salary, you may be entitled to be paid such allowance or perquisites as may time to time specified by the management in writing and communicated to you. At present you will be entitled to the following:

   - ESI: As applicable to other employees, if covered by ESI Act & scheme.
   - PROVIDENT FUND: As applicable to other employees, if covered by EPF & MP Act,1952

HOUSE RENT: At the rate of 25% of the monthly consolidated salary earned, if eligible as per House Rent allowance Act.

CONVEYANCE ALLOWANCE: At the rate of 5% of the monthly consolidated salary earned.

MEDICAL ALLOWANCE: At the rate of 10% of the monthly consolidated salary earned.

PRODUCTION INCENTIVE: At the rate of variable percentage of basic salary depending on the rules and regulations of the organization prevailing then. If you are absent for more than 3 days in

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calendar month without written approval from top management, for that particular month production incentive will be waived off.
LEAVE FACILITIES: Annual leave with wages as per Shop & Establishment Act.
BONUS: As applicable as per the payment of Bonus Act, and when declared by the Company.

7. You will be posted at BAGNAN BRANCH, Howrah. You are liable to be transferred from one branch to other within the same organization or under the same management without any compensation or any financial consideration thereof. You shall also look after the work of our associated concern situated anywhere in India along with your present responsibilities, if required.

8. You will work within the frame-work of organization structure, policies and direction as may be given to you by the management and you shall diligently follow and carry out the instruction to the satisfaction of your superior in connection with the work that may be assigned to you.

9. Should you commit any breach of the terms and conditions or be guilty of any misconduct or neglect duties or so conduct yourself as to bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your service, in which event notwithstanding anything in the letter and condition, you will not be entitled to any further remuneration whatsoever from the date of such termination of service.

10. Notwithstanding anything there in contained, the company may at any time terminate your services and/ or put an end to these terms and conditions without assigning any reason by giving you one month's notice in writing or by paying one month's salary in lieu thereof. You may also at any time terminate and put an end to these terms and conditions without assigning any reason by giving the company one month's notice in writing.

11. Any notice required to be given to you shall be deemed to have been duly and properly given, if delivered to you personally or sent by the post to you at your known address.

12. You will be governed by the rules and regulations of the company that will be made applicable to other employee of your category from time to time.

This letter is being sent to you in duplicate. Please return the duplicate duly countersigned to signify your acceptance of this offer.

Thanking you,
Yours faithfully,
For Trendytech Bera Motors Pvt. Ltd.

Authorised Signatory

I here by agree to abide by the terms and conditions mentioned above affixed my signature hereto Signifying my acceptance thereof.
Signed on 11.12.2022 by Mr. Ayan Gonda in presence of Mr. Jayanta Bera.

Signature: Ayan Gonda

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Date: 25/12/22

SUZUKI

ON ROAD ABS MOTORS PVT. LTD.

PADUMBASAN (Near Registry Office)
TAMLUK, PURBA MEDINIPUR, 721636
Phone : 03228-267084/085 / 9932715493

SALES • SERVICE • SPARES

DEBIT / CREDIT

Debit A/c
Credit A/c
Date

No 280

	Rs	P
Being the amount Paid to Ayan Gonda		
By Cash/Cheque No Cash	4320/-	
On A/c of Salary Ac		
Rupees Four thousand three hundred twenty only	4320/-	

Received the above amount

Passed for Payment
For- On Road ABS Motors Pvt. Ltd.

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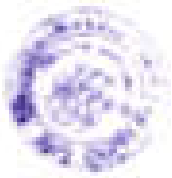
Authorised Signatory

Payee Ayan Gonda Accountant
10/12/22



Ref No.:1488224/BSLZS8141 **Date: 06-01-2023**

Name:Devcharan Singha.

Address: Maheshpur borra patnaur, uttar dinajpur west bengal- 733201, ,
North Dinajpur, North Dinajpur,
West Bengal.
Pin code:733201
Contact no:9800193575

Dear Mr. / Ms.:Devcharan Singha.

Sub: Letter of Appointment – Insurance Agent

In reference to your application for appointment as Insurance Agent, we are pleased to inform you that you have been appointed as an Insurance Agent of Aditya Birla Sun Life Insurance Company Limited (ABSLI). Your Identity card (ID) is also enclosed with this Letter of Appointment.

The details regarding your Appointment are as under:

Date of appointment	**31/05/2023**
Agency/Advisor Code	**BSLZS8141**
Servicing/Reporting Branch	**KOLKATA - DALHOUSIE (227)**
Agency/Reporting Manager	**SUDIPTA BHUNIYA(ZS0033)**

You are requested to kindly quote the above agency/ advisor code in all your correspondences and communications with ABSLI. Note that you are required at all times to carry your ID card while dealing with Customers and display the same

Your appointment shall be in accordance with IRDAI provisions on Appointment of Insurance Agents and ABSLI policies as applicable from time to time and shall be governed by the terms and conditions as agreed and signed by you. Your appointment shall be valid till the time you resign / apply for surrender or your appointment is terminated by ABSLI. A copy of the terms and conditions is hereby enclosed.

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SUZUKI

TAMLUK SUZUKI

YOUR REF.

OUR REF.

Appoint Sheet Date on 9/11/22

Mr. Ayan Gonda.
Add - Vill - Muralibar
Po + P.S - Bagnan
Dist. Howrah.

Mr. Ayan Gonda for Sales & Marketing 9-11-22
from Tamluk Suzuki Maheshtala. Tamluk
Purba Medinipur.

Thanking You.

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PRINCIPAL
MAHESHADAL RAJ COLLEGE

ON ROAD ABS Motors Pvt. Ltd.
E-MAIL : tamluksuzuki2013@gmail.com

INSCOPE
PERVASIVE SERVICES PRIVATE LIMITED
GLIMMER OF HOPE

+91 7980115774
contact@fpspl.com
Style Bazar Building, 4TH Floor
Kakdwip, West Bengal, India
PIN - 743347
CIN : U74999WB2022PTC257845

Letter No: EPSPL/RO/2023/02 Date: 16/01/2023

Dear **Rintu Das**
S/O Ratan Das,
South Pukurberia, Kakdwip
Ganeshpur, South 24 Parganas,
Pin – 743347, WB, India.

Congratulations! **Finscope Pervasive Services Pvt Ltd** is excited to call you our new **Internship**.

Position: Relationship Officer
Start date: 17/01/2023
Salary: Rs. 7000 per Month

We'll focus on wrapping up a few more formalities, including the successful completion of your **[background check, home visit, reference check, etc.]**, and aim to get you settled into your new role by **17/01/2023**.

Keep reading to learn more about this opportunity and—hopefully—answer any lingering questions you may have.

You will report to **[Subhendu Das, Relationship Specialist]** at **[Kakdwip]** from **[9 hours per day, 6 days per week]** as the **Internship**. You will be expected to plan, organize, and personally manage the sales operations of your organization's marketing/sales department as part of your everyday job to establish and maintain relationships with consumers.

You'll be a **regular** employee of **Finscope Pervasive Services Pvt Ltd** and also be able to participate in benefits such as medical benefits (Approval basis), paid

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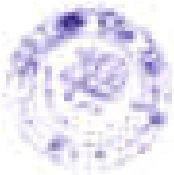

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+91 7980115774
contact@fpspl.com
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Kakdwip, West Bengal, India
PIN - 743347
CIN : U74999WB2022PTC257845

time off, etc. You will have access to some fantastic benefits, such as discounts on associated goods, etc.

Throughout your **Internship**, you may be given access to confidential information belonging to **Finscope Pervasive Services Pvt Ltd**. Upon acceptance of this Pre-offer, you agree that you will keep all **Finscope Pervasive Services Pvt Ltd** information private and confidential.

Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and **Finscope Pervasive Services Pvt Ltd** can terminate employment for assigning any reason at any time. You will be governed under Company's service rules which will be communicated to you by your superior.

Finscope Pervasive Services Pvt Ltd looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best,

Admin
Finscope Pervasive Services Pvt Ltd

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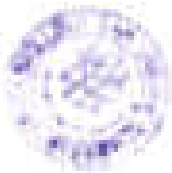
Candidate Signature: _____

Candidate Printed Name: _____

Date: 16/01/2023



DealsKart
Online Services Pvt. Ltd
Regd. Office: H.No. 339A/B, Mamta Chowk, Near Juhi Clinic Dadewadi Jain Mandir Road, Mehrauli, New Delhi - 110030Phone: 0129-6620551 | Email: hr@dealskart.in

27-Jun-2023

DLS/APL/126478/230627

Gosthogopal Das,

Kolkata

Dear Gosthogopal Das,

Sub: Letter of Appointment at Dealskart Online Services Private Limited

We are pleased to appoint you at the position of **Sales Associate** at **Dealskart Online Services Private Limited** ("Company") You are required to join us on **27-Jun-2023**. Your employment shall be based at **Kolkata** and shall be governed by the terms and conditions of this Letter/Agreement. You shall be governed by the policies, rules, processes, handbooks, and regulations of the Company as applicable and amended from time to time (the "Company Policies"). You acknowledge that given the dynamic and evolving industry, that the Company is a part of future growth and expansion of the company may result in changes to reporting relationships from time to time.

1) Compensation and Benefits

You will be paid the Compensation as per the enclosed annexure(s). The Company reserves the right to revise/re-structure employee's Compensation at any time in accordance with its performance management and compensation policies.

2) Probation Period

You will be on probation for an initial period of **180 days** from your date of your joining. Thereafter, your employment may be confirmed, or probation period may be extended by the Company at its sole discretion. Non-communication of extension of probation, within 10 working days from the expiration of **180 days** shall be deemed as a confirmation of your employment, to be governed by the terms herein.

During the period of probation, either party may terminate the services by giving **30 days** written notice or pay proportionate Basic Salary (excluding variable) in lieu of any unserved notice the other party. The Company in this event will not be liable to pay any amount for the remaining probation period, if any. However, in case of non-satisfactory performance during the probation period, the Company reserves the right to terminate your employment with immediate effect without any notice.

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3) Professional Commitment

All employees are required to comply with Company Policies as amended from time to time, which are available at the company's HR Portal specified for the purpose. You are expected to read, understand, and keep yourself apprised of the policies and also the changes/amendments to them from time to time. In case of any questions in respect of the Company Policies, you may reach out to the HR team for clarifications.

4) Conflict of Interest

a) During your employment, you will not engage in any activity or investment that:
   i) conflicts with the Company's business interests,
   ii) occupies your attention so as to interfere with the proper and efficient performance of your duties and obligations towards the Company, or
   iii) interferes with the independent exercise of your judgment in the Company's best interests.

b) You will devote your entire time to the work of the Company and will not undertake any direct / indirect (including as an employee, independent contractor, consultant, principal, agent, director, joint venture party, partner, trustee, beneficiary etc.) business or work, honorary or remuneratory except with the written permission of the Company in each case.

c) During your employment and for a period of 12 months from the cessation of your appointment with the Company howsoever caused (whether your employment is terminated by you or the Company and whether with or without cause), you will not solicit, induce or encourage:
   i) any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
   ii) any existing investor to become associated with or perform services of any type for any third party.

5) Non-Solicitation of Clients and Employees; Non-compete

a) You agree that you will not at any time during your employment with the Company during the period of 12 months "(Restrained Period)" from the date of termination of your employment with the Company howsoever caused (whether your employment is terminated by you or the Company and whether with or without cause)):
   i) either individually or through any Company controlled by you or on behalf of a third party, directly or indirectly, canvass, solicit or endeavor to entice from the Company any client or customer(s) of the Company, or any person(s), who at any time during your employment, are the clients or employees or customers of the Company, or had a relationship with the Company.
   ii) either individually or through any Company controlled by you or on behalf of a third party, directly or indirectly solicit for employment, or endeavor to employ or to retain as an independent contractor or agent, any person who is an employee of the Company as on the date of termination of your employment or was an employee of the Company at any time during the Restraint Period;
   and
   iii) Counsel, induce, interfere, or otherwise assist any person to do any of the acts referred to in sub-paragraphs (i) and (ii) of this clause.

b) You agree and undertake that you shall not accept, continue or engage in, whether directly

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or indirectly, any engagement, whether part or full time (whether as a consultant, employee, contracted employee or an outsourced worker), any job, profession, business, service or vocation of any kind whatsoever, which is in competition with the Company or its affiliates, whether individually or in a Company, firm, sole proprietorship or other entity, for a period of 12 months from the date of termination of employment with the Company.

c) You agree that the restrictions set out above are reasonable and valid, and all defenses to the strict enforcement of this covenant by the Company are waived by you.

6) Copyright

Any and all copyrightable works prepared by you within the scope of your employment by the Company will be works made for hire, that the Company will own all rights under copyright in and to such works, and that the Company will be considered the author of all such works. If and to the extent that any applicable jurisdiction should fail to deem any copyrightable work prepared by you within the scope of your employment by the Company to be a work made for hire owned by the Company, you hereby irrevocably assign to the Company all rights, title and interest in and to such work to the extent permissible under applicable laws.

7) New Inventions

You will promptly and fully disclose to the Company any and all inventions, discoveries, designs, developments, improvements, and trade secrets and intellectual property by whatever name called whether or not patentable (collectively "Inventions") that you solely or jointly may conceive, develop, reduce to practice or otherwise produce during your employment with the Company. Subject to the 'Notice' below, you agree to grant, and you hereby grant, transfer and assign to the Company all your rights, title and interest in and to such Inventions. You waive any claim towards the Company of any nature whatsoever that you now or hereafter may have for infringement of any patent application, patent, or other intellectual property right relating to any Inventions so assigned to the Company.

Notice: Your obligation to assign rights shall not apply to any Invention that:

a) was developed entirely on your own time without using any equipment, supplies, facilities, or trade secret information of the Company.
b) does not:
   i) Relate directly to the business of the Company or
   ii) Result to the actual or demonstrably anticipated research or development of the Company; or
   iii) Result from any work performed by you for the Company.

It is clarified that unless expressly required by law, the Company is not required to designate you as an author of any design, computer program, process or related documentation, or other work of authorship assigned, nor it is obligated to seek your consent for any modifications here to or for any other acts in relation thereto. You acknowledge that the compensation paid to you under the terms of this Agreement constitutes whole and adequate compensation for giving effect to the provisions of this section. You accordingly waive any and all rights to authorship, including but not limited to any rights to identification of or claiming authorship of the aforementioned works, and all rights of approval of or limitations or modifications to the same and all rights to restrain or claim damages in

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TRENT

A TATA UNDERTAKING

22 August 2022

Mr. Susoman Chowdhury
Nabadha Bardhaman
West Bengal-713407

Dear Mr. Susoman Chowdhury

Sub: Appointment as **"Sales Associate"** at Zudio- Howrah, (ESIP No. 63818)

With reference to your Resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as **"Sales Associate"** for our Retail Store located at 493/C/B, G.T. Road(south), P.O & P.S. Shibpur, Howrah 711102, on the following terms and conditions:

1. **Salary & Allowances:** You will be paid emoluments as per the enclosed statement as Annexure-I containing breakup of CTC of Rs.11843 /- (Rupees Eleven Thousand Eight Hundred Fourty Three Only) per month offered to you.

2. Statutory deductions, as applicable, would be effected from the amount prescribed in Annexure-I on a monthly basis. Further, the said remuneration would be subject to deduction of tax at source as per the rules of the income tax in force from time to time.

   In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the company in force from time to time.

3. You have joined our services on **22 August 2022** and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

4. You will be on probation for the initial period of six months from the date of your joining the service of the Company, which is liable to be extended for a further period of three months in case your work performance, attendance, conduct, etc., is found to be below the expected standard of the Company of which the Management will be the sole judge. During the period of probation, the Company will be entitled to terminate the Employee's services without assigning any reason by giving the Employee One day notice or One day salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give the Company 07 days' notice in writing or 07 day's salary in lieu of notice after confirmation.

5. As per your declaration and the record submitted in support thereof, we have accepted your Date of Birth as **17 June 2002** and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

6. You will retire from the services of our Company on attaining the age of 58 years.

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7. It shall be your sole responsibility to get yourself released from your existing employment, if any, before joining our service and you shall indemnify and hold us harmless against any claims or liabilities which your present employer may make against you or liability arising therefrom.

8. You have initially been posted at **Zudio– Howrah**, however, your services are liable to be transferred from one post to another, from one department to another, from one store to another and from one city to another anywhere in India, depending on the need of the Company. In case of such a transfer, you will be governed by the rules, regulations, service conditions and benefits as applicable in the department, store and city, where you are posted.

9. Your employment with the Company shall be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into Annexure – 6. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/ or any other relevant statutory provisions as may be in force from time to time.

10. Please note that your appointment to the services of the Company would be subject to your being found medically fit by the Company's Medical Officer and submission of all your educational certificates in original along with a set of photocopies for our verification.

You are allotted Employee No. **63813** and the same may be mentioned in all your future communications regarding your employment association with the Company, for easy identification.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

If you are agreeable to the above terms and conditions, please return the duplicate copy of this letter and that of the Service Agreement duly signed by you in token of your acceptance thereof.

Thanking you.

Yours faithfully,
For TRENT LIMITED

Ajay Menon
Authorized Signatory

I have read the above terms and Conditions and I accept the same.

Sudeman Chowdhury

Mr. Sudeman Chowdhury

Encl.: as above

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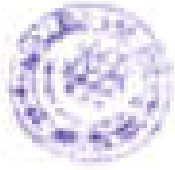

ANNEXURE I : Compensation FY 2022 – 23

Name	Mr. Susanta Chowdhury
Emp Code	92815
Location Code	2199
Location	Howrah
Qualification	HSC
Date of Joining	22 Aug 2022
Date of Birth	17 Jun 2002

STATEMENT SHOWING EXISTING EMOLUMENTS

Salary Components	**(INR)**
Basic	9795
House Rent Allowance	490
Education Allowance	0
Additional Allowance (If Applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	0
Gross Earning	10285
Employee State Insurance Corporation (ESIC)	334
Provident Fund	1175
Employee Deposit Linked Scheme (EDLI)	49
Total CTC	11843
Annual CTC	147756

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[illegible]

THIS AGREEMENT, made this on 22 [illegible] of August 2022 **BETWEEN TRENT LIMITED** a Company incorporated under the Indian Companies Act, 1956, and having its Registered Office at Bombay House, 24, Homi Mody Street, Mumbai 400 001 and Corporate Office at Trent House, G Block, Plot No. [illegible], Bandra (East), Bandra-Kurla Complex, Bandra (E), Mumbai 400 051 (hereinafter called "the Company" which expression shall include its successors and assignees of the Company of the 1st Part) and

Mr. [illegible]

(hereinafter called "the Employee") of the 2nd Part.

WHEREBY IT IS AGREED as follows:

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 1st day of August 2022 subject to the employment being determined in accordance of any of the provisions of this Agreement.

2. The Employee shall be on probation for the establishment of his/her fitness from the date of joining the services, which period can be extended for a period of six months (three months at a time) in case the work performance, attendance, conduct etc. of the Employee is not found satisfactory or which the Management will be the sole judge.

The Employee shall be confirmed in writing at the end of the initial probation period or the extended probation period as the case may be, provided the work performance, attendance, conduct etc. of the Employee are found satisfactory. The Employee shall be deemed to be on probation until he/she is confirmed in writing by the Company.

The services of the Employee are liable to be terminated by giving one day notice in writing by either party to the other party and by paying/taking salary in lieu of notice after confirmation.

3. The employee shall, as the case of his/her ability, exercise and perform all his/her duties as per the illustrative list of the duties and responsibilities enclosed with the appointment letter. All reliable duties ancillary and incidental thereto are to be the required by the Company from time to time. The Employee shall also execute all such powers and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The services of the Employee are liable to be transferred locally or partly from one unit and to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company companies in India and as such, as would the Employee shall be governed by the [illegible] Conditions of Employment applicable to the post, department, unit and the Company which he/she has been transferred.

5. The Employee shall assist the Company in such place or places in the Union of India as the Company may appoint or at such place or places in the Union of India as the Company to which the services of the Employee may from time to time be transferred as aforesaid may appoint. During the period of his/her employment the Employee shall, if so required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling fares and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly credited to him/her by the Company.

7. Whether tax and all other deductions, if any payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other deductions payable by the Employee which the Company may have failed to deduct or deducted but otherwise.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 he/her entitlement for Sick Leave will be as prescribed under the Act and not as per the Company's schedules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with respect thereto as the Company may require. The Employee shall also when called upon by the Company submit himself/herself to examination by a Medical practitioner appointed by the Company.

10. The Employee shall –

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the [illegible] powers and discretions which he/she possesses;

(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof;

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute discretion may fix from time to time;

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or trade secrets which the Employee may acquire during the course of and incidental to his/her employment concerning the business, affairs, customers, transactions, dealings or workings, processes, trade secrets, transactions or affairs of the Company of any Company which is or is in the contemplation may be an associate or a subsidiary of the Company;

(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract work as necessary under the control and supervision of the Employee as the Company may require;

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, dealings or transactions on behalf of the Company for which the employee has no express authority from the Company.

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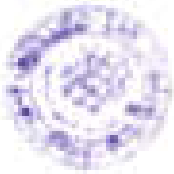

(g) not directly or indirectly accept any commissions, profits, payments or gratifications of any kind from any person, firm or company having dealings with the Company and if tendered any such commissions, profits, payments or gratifications he/she shall immediately report the same to the Company. In witness, and if called upon to do so by the Company, shall forthwith hand over the same to the Company.

(h) inform the company without delay of any discovery on the part of any other employee of the Company that may come to the Employee's knowledge.

(i) not, during his/her employment with the Company, wilfully waste, spoil, misuse, or damage any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession.

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet, or contribute any article or course to any newspaper, magazine or other publication or give interview to media work as invited for any organisation, agency, newspaper, magazine, television, broadcasting agency or any public media.

(k) without publication whether for remuneration or otherwise which such publication concerning the employee's area of work and/or employment with the Company.

(l) not, either during, or after the termination of his/her employment commitment or attempt to communicate to other persons, companies or bodies whatsoever directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company and in particular, shall abstain without limitation from or in relation to all technical matters relating to all articles manufactured or dealt in by the Company and as to the process and formulations for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of making any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawings, samples, products relating to any such product nor divulge or disclose the names or addresses of any customers of the Company or of any companies bodies of persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the trade or affairs of whatever nature which shall be the Company whether in hard or soft copy or in other repository.

11. While serving the Company the Employee shall give and devote whole of his/her work time exclusively to his/her duties with the Company and during the period of the Agreement shall not engage in/undertake directly or indirectly for any gainful purpose or other work without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality, all correspondence addressed to or by the Employee for or to the Company (including price and other lists of such correspondence) vouchers, trade documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or details of the products dealt in by the Company), machines, designs, plans, samples, goods, trade cards, catalogues, models, brochures and other papers, documents, effects and details of any nature whatsoever relating to the Company's business which shall come or to the Employee's possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company without claiming any lien, interest and without incurring any expense, costs or copyright fee/cost.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or completes any data relating to any process, technique or method of manufacture or construction, now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or hereafter used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be patentable for, or used in conjunction with or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, models and specifications, copying devices.

b) If the Company so desires, the Employee shall forthwith cooperate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and shall have no personal right in or to, after or after such invention, discovery, improvement process or data whether during the currency of or after termination of this Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and hereby to the Company all his/her right, title and interests in and to and shall have no personal right in or to any of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) contracts any experiment, work or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, models, samples and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice of payment of any kind in lieu of notice or otherwise in the event of:

a) Any act of dishonesty, disobedience, insubordination, severity, indiscipline, intoxicating or attendance another intoxicated or negligence or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions and provisions contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to the adjudged an insolvent or making a composition with his creditors or being found guilty by a competent Court of any offence involving moral turpitude.

c) The misconduct or misdemeanour of the Company resulting by the company or of the Company or otherwise.

d) For purpose of indicative say herein, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. During employment with the Company and after confirmation as specified in Clause 2 hereof the Company shall be entitled to terminate the Employee's services without designating any reason, by giving the Employee Seven day's notice in lieu of notice. In the event of the Employee desiring to leave the service of the Company, he/she shall give to the Company Seven day's notice in writing or Seven day's salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and in that event, he/she will be paid his/her salary up to the last working day only.

17. It is expressly agreed by and between the parties hereto that —

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waiver by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

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[illegible] any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee whether committed before or at the time of the termination of the Employee's employment hereunder.

18. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

19. That Employee shall not at any time after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly,

(a) represent himself/herself as being in any way connected with or interested in the business of the Company; or

(b) either on his/her own account or for any person, firm or Company, canvass or solicit orders of business from any customer or client of the Company;

(c) either on his/her own account or for any person, firm or company, induce, interfere with or endeavour to entice away from the Company any Employee of the Company;

(d) do any other act or thing calculated to jeopardize the interests or business activities of the Company.

Nothing in this Clause shall however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, the general profession in such manner as shall not actually compete with the business of the Company.

20. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

21. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address:

(i) **TREST LIMITED**
Trent House, G Block,
Plot No. C-20, Bandra Colony,
Bandra Kurla Complex, Bandra (E),
Mumbai-400051

(ii) Mr. Sudarsan Chowdhury
Nakshatra Darshitumar
West Bengal

Any notice sent by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and in proof such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter.

22. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the union of India, that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or an alleged or any implied or thereunder or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

23. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

24. The Employee shall abide and conduct himself/herself as per the provisions of the Trent Code of Conduct, a copy of which has been received by him/her.

25. The Women employees would be governed by "The Maternity Benefit Act, 1961" as amended up to date and they shall also be entitled to the benefits mentioned therein.

IN WITNESS WHEREOF, the parties hereto have executed these presents the day and year first above written.

SIGNED AND DELIVERED
(For and on behalf of
by the within named)

Signed and delivered
by the aforementioned

Employee
Mr. Nandan Chandhari

In the presence of

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PRINCIPAL
SHIVAJI LAW COLLEGE

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Adecco

Corporate Office, No 73/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevpura, Whitefield Main Road, Bengaluru – 560048
Tel +91 80 68407000

Date: 01/08/2022

Dear Sanchita Bhatta
Address: VILL+P.O-Gopalpur,P.S-Mahishadal,PIN-721628 DIST-Purba Medinipur

Thank you for showing interest in joining our organization.

Based on the job application and the initial representations, we are interested in taking your candidature forward for deputations with one of our clients. We would like to inform you that the hiring process can sometimes take more time than anticipated and assure you that your application is still active and under consideration.

While we are in the process of evaluating all candidates thoroughly, we want you to know that your candidacy remains a priority for us. We are dedicated to making sure we select the best fit for the role and the team, which requires a more comprehensive assessment.

The location of the job along with other benefits will be communicated to you shortly. The final offer will be subject to clearance of movement test, UAN clearance and scrutiny of relevant documents. This Letter does not guarantee any employment.

As part of the selection process, you are required to hand over the mandatory documents listed below to our representative.

- Copy of Aadhaar Card (both sides) & details in the same has to be matching with your SSLC / Xth marks card.
- Copy of Bank Passbook or copy of cancelled cheque (with your name, bank account number, and IFSC clearly printed)
- Copy of SSLC / Xth marks card and highest education qualification certificate
- Police Verification Certificate
- Covid Vaccination Certificate (2 doses)

We are anticipating finalizing the selection process within the next few weeks. In the meantime, please feel free to reach out to our Recruiters ICICI Prudential Life Insurance, Mob-8290217038 if you have any questions or if there have been any changes to your availability or contact information.

Please note: Adecco or representatives of Adecco does not solicit gifts or money in any kind, hence any claims of this sort will not be entertained.

With Warm Regards,

(Recruiter) 1.8.22
Authorised Signatory

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I hereby accept the above-mentioned term and conditions.

Name: Sanchita Bhatta Signature: Sanchita Bhatta Date: 01-08-2022

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Corporate Office, No 73/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevpura, Whitefield Main Road, Bengaluru – 560048
Tel +91 80-68407000

Date: 01/08/2022

Dear **Riya Chakraborty**
Address: VILL+P O-Hughla P S-Tamluk, DIST-Purba Medinipur

Thank you for showing interest in joining our organization.

Based on the job application and the initial representations, we are interested in taking your candidature forward for deputation with one of our clients. We would like to inform you that the hiring process can sometimes take more time than anticipated and assure you that your application is still active and under consideration.

While we are in the process of evaluating all candidates thoroughly, we want you to know that your candidacy remains a priority for us. We are dedicated to making sure we select the best fit for the role and the team, which requires a more comprehensive assessment.

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- Copy of Bank Passbook or copy of cancelled cheque (with your name, bank account number, and IFSC clearly printed)
- Copy of SSLC / Xth marks card and highest education qualification certificate
- Police Verification Certificate
- Covid Vaccination Certificate (2 doses)

We are anticipating finalizing the selection process within the next few weeks. In the meantime, please feel free to reach out to our Recruiters ICICI Prudential Life Insurance, Mob-8290217038 if you have any questions or if there have been any changes to your availability or contact information.

Please note: Adecco or representatives of Adecco does not solicit gifts or money in any kind, hence any claims of this sort will not be entertained.

With Warm Regards,

(Recruiter) 1.8.22
Authorised Signatory

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

I hereby accept the above-mentioned terms and conditions.

Name: Riya Chakraborty Signature: Riya Chakraborty Date: 01.08.24

7

Adecco

Corporate Office, No 73/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevpura, Whitefield Main Road, Bengaluru - 560048
Tel +91 -80 68407000

Date: 01/08/2022

Dear **Anish Das**
Address: VILL+P O-Hadia,P S-Sutahata,PIN-721654 DIST-Purba Medinipur

Thank you for showing interest in joining our organization.

Based on the job application and the initial representations, we are interested in taking your candidature forward for deputation with one of our clients. We would like to inform you that the hiring process can sometimes take more time than anticipated and assure you that your application is still active and under consideration.

While we are in the process of evaluating all candidates thoroughly, we want you to know that your candidacy remains a priority for us. We are dedicated to making sure we select the best fit for the role and the team, which requires a more comprehensive assessment.

The location of the job along with other benefits will be communicated to you shortly. The final offer will be subject to clearance of assessment test, UAN clearance and scrutiny of relevant documents. This Letter does not guarantee any employment.

As part of the selection process, you are required to hand over the mandatory documents listed below to our representative.

- Copy of Aadhaar Card (both sides) & details in the same has to be matching with your SSLC / Xth marks card.
- Copy of Bank Passbook or copy of cancelled cheque (with your name, bank account number, and IFSC clearly printed)
- Copy of SSLC / Xth marks card and highest education qualification certificate
- Police Verification Certificate
- Covid Vaccination Certificate (2 doses)

We are anticipating finalizing the selection process within the next few weeks. In the meantime, please feel free to reach out to our Recruiters ICICI Prudential Life Insurance, Mob-8290217038 if you have any questions or if there have been any changes to your availability or contact information.

Please note: Adecco or representatives of Adecco does not solicit gifts or money in any kind, hence any claims of this sort will not be entertained.

With Warm Regards,

(Recruiter) 1.8.22
Authorized Signatory

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

I hereby accept the above-mentioned terms and conditions.

Name: Anish Das Signature: Anish Das Date: 01/08/2022

7

Adecco

Corporate Office, No 71/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevpura, Whitefield Main Road, Bengaluru – 560048
Tel +91 80 68407000

Date: 01/08/2022

Dear **Raju Maity**
Address: VILL-Hinchagana,P.O Narayandar,PIN-721516,DIST-Purba Medinipur

Thank you for showing interest in joining our organization.

Based on the job application and the initial representation, we are interested in taking your candidatcy forward for deputation with one of our clients. We would like to inform you that the hiring process can sometimes take more time than anticipated and assure you that your application is still active and under consideration.

While we are in the process of evaluating all candidates thoroughly, we want you to know that your candidacy remains a priority for us. We are dedicated to making sure we select the best fit for the role and the team, which requires a more comprehensive assessment.

The location of the job along with other benefits will be communicated to you shortly. The final offer will be subject to clearance of assessment test, TIAN clearance and scrutiny of relevant documents. This Letter does not guarantee any employment.

As part of the selection process, you are required to hand over the mandatory documents listed below to our representative.

- Copy of Aadhaar Card (both sides) & details in the same has to be matching with your SSLC / Xth marks card.
- Copy of Bank Passbook or copy of cancelled cheque (with your name, bank account number, and IFSC clearly printed)
- Copy of SSLC / Xth marks card and highest education qualification certificate
- Police Verification Certificate
- Covid Vaccination Certificate (2 doses)

We are anticipating finalizing the selection process within the next few weeks. In the meantime, please feel free to reach out to our Recruiters ICICI Prudential Life Insurance. Mob-6290217038 if you have any questions or if there have been any changes to your availability or contact information.

Please note: Adecco or representatives of Adecco does not solicit gifts or money in any kind, hence any claims of this sort will not be entertained.

With Warm Regards,

P. Mayadevi 1.8.22
(Recruiter)
Authorised Signatory

ATTESTED
PRINCIPAL
MAHISADAL RAJ COLLEGE

I hereby accept the above-mentioned terms and conditions.

Name: Raju Maity Signature: Raju Maity Date: 04.08.22

mio amore

ISO 22000 : 2005

Date-01/09/2022

To,
Ayantika Jana

VILL-Dubkalua,P.O-Kelomal,
P.S-Tamluk,PIN-721627,
DIST-Purba Medinipur

Subject: Appointment Letter for Sales Associate .

Dear Ayantika Jana,

This is to inform you that you have been selected by our Switz Food Pvt. Ltd, as a sales associate . You are expected to join the organization as soon as possible and we are expecting from your end within next two days . Your basic salary is 9000/-(Rupees Nine Thousand only) plus incentives and other allowance.

You will posted in our Mio-Amore-Ankurhat branch but because of the nature of job ,you are required to post other branch of Mio-Amore of all over state.

Please return the duplicate copy of the attached appointment letter duly signed confirming your acceptance.
We look forward to your joining in our team for a long and successful association.

Thanking You.

From ,Mio-Amore Pvt. Ltd. Accepted Ayantika Jana, 03.09.2022

(Authorized Signatory)

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

mio amore

ISO 22000 : 2005

Date-01/09/2022

To,
Ashrita Palai

VILL-Joyrambati,P.O-Kelomal,
PIN-721627,
DIST-Purba Medniipur

Subject: Appointment Letter for Sales Associate .

Dear Ashrita Palai,

This is to inform you that you have been selected by our Switz Food Pvt. Ltd. as a sales associate . You are expected to join the organization as soon as possible and we are expecting from your end within next two days . Your basic salary is 9000/-(Rupees Nine Thousand only) plus incentives and other allowance.

You will posted in our Mio-Amore-Ankurhat branch but because of the nature of job ,you are required to post other branch of Mio-Amore of all over state.

Please return the duplicate copy of the attached appointment letter duly signed confirming your acceptance.
We look forward to your joining in our team for a long and successful association.

Thanking You,

From ,Mio-Amore Pvt. Ltd. Accepted Ashrita Palai , 03.09.2022

(Authorized Signatory)
HR Manager
SWITZ FOOD PVT. LTD.

SWITZ FOOD PVT. LTD. Kolkata

ATTESTED
Principal
MAHISHADAL RAJ COLLEGE

mio amore

ISO 22000 : 2005

Date-01/09/2022

To

Biswajit Das
Vill+P.o- Kishori Nagar
P.s- Pathar Pratima
Pin- 743371
Dist-South 24 Pgs.

Subject: Appointment Letter for Sales Associate..

Dear Mr Biswajit Das,

This is to inform you that you have been selected by our Switz Food Pvt. Ltd. as a sales associate.. You are expected to join the organization as soon as possible and we are expecting from your end within next two days .Your basic salary is 9000/-(Rupees Nine Thousand only) plus incentives and other allowance.

You will posted in our Mio-Amore-Ankurhat branch but because of the nature of job ,you are required to post other branch of Mio-Amore of all over state.

Please return the duplicate copy of the attached appointment letter duly signed confirming your acceptance.
We look forward to your joining in our team for a long and successful association.

Thanking You.

From ,Mio-Amore Pvt. Ltd. Accepted Biswajit Das

(Authorized Signatory)

HR Manager
SWITZ FOOD PVT. LTD.

SWITZ FOOD PVT. LTD.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Reliance SMSL Limited

Ref No. HR/OCT/22/KU6054966/1001337541 **Date: 19.10.2022**

SHIBSANKAR MANDAL
00,VILL-GOPALPUR PO-NARAYANPUR PS-NETURIA,VILL-GOPALPUR
PO-NARAYANPUR PS-NETURIA
West Bengal,India

Offer-cum-Appointment Letter

Dear SHIBSANKAR,

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 **Customer Service Associate** in the employment of the company subject to your joining on or before **19.10.2022**. 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 Customer Service Associate in Grade **K1** and shall perform duties that are assigned to you in connection with the Client' 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. 128652/- per annum** as below:

	Rs. per month
Basic	6500
HRA	4221
Conveyance Allowance	
Monthly Gross	10721
Annual Gross	128652

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 deputation or completion 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**

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MAHISHADAL RAJ COLLEGE

Reliance SMSL Limited

Annexure - I

TERMS & CONDITIONS OF EMPLOYMENT

1. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will come to end on the day you are found medically unfit by the Medical Officer.

2. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.

3. The address as indicated in your application for appointment shall deem to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.

4. All the above conditions should be reduced to the extent of absence without leave or leave without pay. Only Basic Salary shall be reckoned for computing the contribution to the Provident Fund.

5. You are required to submit the following documents, if the same have not been submitted earlier

   a. Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials in original together with copies thereof.

   b. Copies of your passport photographs with grey background.

   c. Copy of Passport / Ration Card / Voter's ID / driving license or any other document as proof of your residence and photo identity.

6. You have hereby given no objection to the Company/Or its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhar number, other Government issued ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organisation that Reliance Retail has appointed now being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / house on rent / vehicle on rent, etc.

7. You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / associates can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

8. You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

9. Your No Objection will be concurrence with the arrangement between the Company and any agency / organisation engaged by the Company for Reference / Antecedent Verification of your current and past employments.

10. In order to ensure the uniformity and maintenance of a good ambience before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.

11. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.

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MANISHRAJJAL RAJ

Reliance SMSL Limited

12. During your tenure with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any information hoarding or breach of confidentiality in any way which has occurred due to the misuse of your credentials.

13. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the client or Company as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the client's establishment of your posting.

14. You shall be entitled to leave and other benefits as per the rules and regulations governing client's establishment where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly holiday may be staggered and determined as per the master.

15. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, accordingly at the client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered and you may be required to work in shifts in the morning and evening. In case you being a female employee you shall be provided with that security escort up to your residence in case you work beyond 8 pm.

16. You will be required to work on any day of the year, including festival holidays, in the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

17. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary / affiliate of the client / associate. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

18. In normal course you shall retire from the services of the organization on attaining the age of 58 years.

a. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

b. Return to work within 8 days from the commencement of such absence and

c. Give an explanation to the satisfaction of the Management regarding such absence.

19. You will usually be on probation for a period of Six months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving one month in writing by either side or payment of one month's Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, your services are liable to be terminated at any time without assigning any reason as per the provisions of norms governing your appointment. In case you wish to resign you will give at the notice as per the provisions of the norms governing your appointment. You shall attend duties till you are relieved from service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

20. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, dishonesty and commission of an act involving moral turpitude, any act of indiscipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

21. You will be bound by the code of conduct, rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions and terms of employment.

22. You may be laid-off on payment of 50% wages on account of shortage of work, materials, electricity and similar other reasons.

23. You shall extend all cooperation to the client's employees, customers, representatives, etc. and do all such things diligently, faithfully and to the best of your skill and ability as may be necessary to serve the client and perform all the duties entrusted to you from time to time. We expect you to work with the high standards of integrity, efficiency and economy.

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24. You are shall engage yourself exclusively in the work assigned by the client, where you are posted for the time being and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the client / company in dealing with suppliers, customers and all other organisations or individuals doing or wishing to do business with the client / company. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorised in that behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

25. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorised in that behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

26. You shall not at any time either during the contract of your employment or at any time thereafter divulge any information that come to you during the course of your employment without prior permission in writing.

27. As we are manpower service providers to others, in case of any eventuality of our business being closed or terminated, your job is also liable to be ended automatically.

28. You will not enter into any commitments or dealings on behalf of the client / Company for which you have no express authority nor also to be a party to any violation of any principle or policy of the client / Company or exceed the authority or discretion vested in you without the previous sanction of the client / Company or those in authority over you.

29. You may be selected and sponsored by the Company / or Client for familiarisation / training assignments with our technical collaborators or any other institutions / organisations in India and/or abroad. You will diligently and beneficially take part in the training and such assignments. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.

30. The Establishment considers harassment and discrimination of any nature to be an unacceptable form of behaviour, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.

31. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company that may be in your use, custody, care or charge. For the loss of any property of the company or client in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction. You will hand over the charge of letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the Company.

32. All proprietary information / material of the client that is made known to you during the term of work assignment shall be received in confidence and you shall not disclose or, except in performing the services, use any such information / material. You agree that all information, correspondence, documents, material or items provided to you by the client or by us are provided to you in trust and on completion of project / assignment or termination of the service, you shall promptly return all such material to the client or company, as the case may be.

33. You shall be required to sign and abide by the Policy on Ethics & Code of Conduct with the Company and shall undertake to sign such declarations that the Policy may demand from time to time.

34. It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.

35. In case of one / more clauses of this letter of employment becomes unenforceable, the same shall not render the rest of employment null and void in its entirety.

ATTESTED
PRINCIPAL
MANISHADAL RAI

16. The various clauses of this letter are to be read, understood and interpreted in its entirety and none of the clauses are severable from the remaining.

ATTESTED
PRINCIPAL
MAHESHWARI JAI COLLEGE

Reliance SMSL Limited

I have read and / or have been explained the contents of the above contract of employment in English (language) and I hereby declare that I have fully understood the above terms and conditions and declare the same to be binding on me in its entirety and also give my consent to the clause no. 8 & 9 specifically.

Name : Shibsankar Mandal

Signature :

Date : 18/10/2022

ATTESTED
PRINCIPAL
MAHESHTALA RAI COLLEGE

ADITYA BIRLA

FASHION & RETAIL

i. Physical contacts and advances or
ii. A demand or request for sexual favors or
iii. Sexually colored remarks or
iv. unwelcome physical, verbal or non-verbal conduct of sexual nature
v. Showing pornography or

The List is only indicative and not exhaustive. All Employees are advised to refrain From any acts of Omission/commission/which could be viewed as Misconduct by the management.

IV. Consumption of Intoxicating Drinks/Drugs

1) **Non Smoking**-Staff members should refrain from smoking and/or consumption of Intoxicating drinks/drugs in the office premises.

2) **Company Property/Equipment** - All property of the company entrusted to the Employee during the course of his/her employment shall be returned in good condition, on separation from the company, as directed by the Management.

3) **Personal Grooming and Dress Code** - **All** employees are expected to maintain a high Standard of personal grooming and observe proper dress/uniform norms. Informal Cloths (Jeans, T-Shirts etc.) are unacceptable as office wear during weekdays at Home Office and Zonal Office. This is especially important when an employee is on official Tour or is likely to come in contact with suppliers/customers/dealers.

The Management reserves the right to add or delete any or all of the above provision at any time Without notice and without assigning any reason thereof. Such changes shall become effective Immediately upon being notified to the employees concerned.

I Mr./Ms. Arnab Sardar have read the CODE OF CONDUCT and agree to abide by its Clauses.

Employee Name: Arnab Sardar

Designation: Co-ordinator

Location: Pt Beautiful mall

Date: 15.09.22

Employee Signature - Arnab Sardar

People Officer Signature Chhalab

ATTESTED

pantaloons

Aditya Birla Fashion and Retail Limited (formerly known as Pantaloons Fashion & Retail Limited)
Zonal Office (East): Megatherm Tower, 4th Floor, Block-GP, Sector-5, Salt Lake Electronic Complex, Bidhannagar, Salt Lake City, Kolkata-700091, West Bengal, India T: +91 33 40099400
Regd. Office: Piramal Agastya Corporate Park, Building 'A', 4th and 5th Floor, Unit No. 403, 403, 501, 502, L.B.S. Road, Kurla, Mumbai - 400 070, India
T: +91 - 8652905400 / +91 - 8652905410 | aditybirlafashion.com | W: www.abfrl.com
Corporate ID No.: L18101MH2007PLC173929

ADITYA BIRLA

FASHION & RETAIL

Annexure A

You shall provide the below Services to the Company:-

You play the role of Fashion Assistant with the designation of a Coordinator in Pantaloons.

A Fashion Assistant is more like a Fashion Advisor – where you interact with customers, understand their needs, assist them and provide a good shopping experience at Pantaloons.

You will be mapped to a Brand – where you have to carry out the following responsibilities.

- Keep your Brand clean and dust free
- Ensure stock replenishment
- Ensure right product displayed on the right browser
- Ensure communication of Brand Name, Price, and Offers are in place
- Ensure you fill your targets in goal book and update them regularly
- Ensure you are well groomed and look smart everyday
- Ensure you greet with "Hello" and interact with every customer
- Ensure you provide them with a shopping bag
- Ensure you show all the options and coordinates to the customer
- Ensure you say Thank You to customers when they leave your store

Annexure B

Fee

The Company shall make the payment of the Fee to you as per the following terms :-

A. The Fees shall cover the Services as mentioned hereinabove in Annexure A.
B. The Company shall make payment of the Fee as follows:

Invoice Amount (INR)
Rs 350/- shall be paid on per day basis

ATTESTED

pantaloons

Aditya Birla Fashion and Retail Limited (formerly known as Pantaloons Fashion & Retail Limited)
Zonal Office (East) | Megatherm Tower, 8th Floor, Block-GP, Sector- 5, Salt Lake Electronic Complex,
Bidhannagar, Salt Lake City, Kolkata-700091, West Bengal, India T: +91 33-40094001
Regd. Office: Piramal Agastya Corporate Park, Building 'K', 4th and 5th Floor, Unit No. 401, 403, 501, 502, L.B.S. Road, Kurla, Mumbai - 400 070, India
T: +91 - 8652905000 | F: +91 - 8652905400 | E: abfrl@adityabirla.com | W: www.abfrl.com
Corporate ID No.: L18104MH2007PLC233902

ADITYA BIRLA

FASHION & RETAIL

Annexure C

Company's Code of Conduct

I. **Private Trade and Employment**

The employee shall devote his/her whole time to company's work. No employee shall except with the prior written permission of the Management, engage directly or indirectly in any trade Or business either with or without remuneration during the course of his/her employment with the company.

1) An employee may, however, undertake honorary work, which is social/ charitable/religious and does not interfere with the employee's performance of duties.

2) Confidential Matters– No employees shall in anyway reveal business/technical information, unless authorized to do so. It is the responsibility of every employee to avoid actions that may have adverse reaction on any policy/action of the company.

3) GiftsfromSuppliers/Customers–NoEmployeeshalldirectlyacceptfromanysuppliers Or customers gifts in cash or kind including any pecuniary advantage/saving whether in India or abroad.

II. **Dealing with Company's Suppliers/Customers**

1) No employee will either directly or indirectly be associated with supplies of goods/ materials/services to the company.

2) No Employee will have either directly or indirectly any business arrangement outside the ambit of Company's dealings with the Company's customers/agents/suppliers.

3) Concealment of information with regard to the above will be viewed very seriously by the Management.

III. **Misconduct**

The following acts will also be treated as misconduct.

1) Willful insubordination/disobedience either alone/in association with others.

2) Taking Bribes, causing sabotage and willful damage, theft or fraud in connection with company's work or property.

3)Giving to the company false information or concealing information at any point of time specially information which would forewarn the company about any harm likely to come from individual or competitor.

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ADITYA BIRLA

FASHION & RETAIL

4) Habitual absence without leave or absence without leave for more than ten consecutive days or overstaying the sanctioned leave without sufficient grounds or proper or satisfactory explanation.

5) Habitual neglect of work, or negligence.

6) Refusal to accept any communication from the Management.

7) Acting in a manner intended to bring discredit to the Company.

8) Drinking/gambling/creating nuisance in the premises.

9) Spreading false rumors or other acts of indiscipline.

10) Collection without the permission of Manager of any money within the premises of the Company.

11) Striking work/inciting others to strike or other acts subversive of discipline.

12) Conviction in a court of law for any criminal offence moral turpitude.

13) Habitual breach of laws of the land or any law applicable to the company or any rules there under.

14) Breach of instructions for the maintenance and operations of any plant/machinery/department.

15) Unauthorized removal of company's documents/drawing/property/fromplaceofwork.

16) Giving assurance to any person for providing employment in the company without proper authorization.

17) Holding meeting inside the premise of the establishment without permission.

18) Distributing or exhibiting within the premises any handbills, pamphlets, posters or other visible Representation without previous sanction from Manager.

19) Willful Damage to Work in Process or to any Property of the Company.

20) Failure to Observe Safety Instructions notified or Interference with any Safety Device or Equipment Installed within the Company.

21) Unauthorised Possession of any lethal weapon in the establishment.

22) Involving in Proxy Swiping/Punching other employee's identity card.

23) Misuse of Loyalty Programs by employees for benefit of self and/or others.

24) Using abusive/threatening/filthy language against any employee or any visitors/customers.

25) Involving in any fights/physical assaults in the premises.

26) Non Adherence of IT Security policy of the company.

27) Insider Trading of Securities.

28) Revealing or sharing of Intellectual Property and/or expert knowledge gained during the course of Employment with any outsider, during and after the course of employment.

29) Sexual harassment which includes unwelcome sexual determined behavior [whether directly or By implication] such as:-

ATTESTED

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Reliance SMSL Limited

iii. The various clauses of this letter are to be read, understood and interpreted as in entirety and none of the clauses are severable from the remaining.

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PRINCIPAL
MAHISHADAL RAJ COLLEGE

Reliance SMSL Limited

24. You are shall engage yourself exclusively in the work assigned by the client, where you are posted for the time being and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the client / company in dealing with suppliers, customers and all other organisations or individuals doing or seeking to do business with the client / company. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorised in this behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be modified from time to time.

25. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorised in that behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be modified from time to time.

26. You shall not at any time either during the continuance of your employment or at any time thereafter divulge any information that came to you during the course of your employment without prior permission in writing.

27. As we are manpower service providers to others, in case of any eventuality of our business being closed or terminated, your job is also liable to be ended automatically.

28. You will not enter into any commitments or dealings on behalf of the client / Company for which you have no express authority nor other or be a party to any violation of any principle or policy of the client / Company or exceed the authority or discretion vested in you without the previous sanction of the client / Company or those to authority over you.

29. You may be selected and sponsored by the Company / or Client for familiarisation / training assignments with our technical collaborators or any other institutions / organisations in India and/or abroad. You will diligently and beneficially take part in the training and such assignments. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.

30. The Employment considers harassment and discrimination of any nature to be an unacceptable form of behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.

31. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company that may be in your use, custody, care or charge. For the loss of any property of the company or client in your possession, the company will have a right to deduct on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction. You will hold over the charge of letter of lien/pledge or Power of Attorney issued to you or any property / material of the company or your possession at the time of termination of your employment with the Company.

32. All proprietary information / material of the client that is made known to you during the term of work assignments shall be treated as confidential and you shall not disclose or, except in performing the services, use any such information / material. You agree that all information, correspondence, documents, material or items provided to you by the client or by us are provided to you in trust and on completion of project / assignment or termination of the services, you shall promptly return all such material to the client or company, as the case may be.

33. You shall be required to sign and abide by the Policy on Ethics & Code of Conduct with the Company and shall undertake to sign such declarations that the Policy may demand from time to time.

34. It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction in Mumbai.

35. In case of any / more clauses of this letter of employment becoming invalid, the same shall not render the letter of employment void nor void in its entirety.

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Reliance SMSL Limited

12. During your tenure with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be assigned to you and cannot be shared with anyone. You will be solely responsible and accountable for any information leakage or breach of confidentiality in any way which has occurred due to the misuse of your credentials.

13. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the client or Company as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the client's establishment of your posting.

14. You shall be entitled to leave and other benefits as per the rules and regulations governing client's establishment where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly holiday may be staggered and determined as per the roster.

15. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, accordingly at the client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered and you may be required to work in spells as per roaster and timing. In case you being a female employee you shall be provided with due security travel up to your residence in case your work beyond 8 pm.

16. You will be required to work on any day of the year, including festival holidays, as per establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule worked.

17. Your employment is transferable to any other plant / establishment / department / division / unit / branch / subsidiary / affiliate of our client / associate. However, such transfer will not affect any increase in your salary and/or adversely affect your emoluments.

18. In normal course you shall retire from the services of the organization on attaining the age of 58 years.

a. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you

b. Return to work within 8 days from the commencement of such absence and

c. Give an explanation to the satisfaction of the Management regarding such absence.

19. You will initially be on probation for a period of Six months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving one month's notice in writing by either side or payment of one month's Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, your services are liable to be terminated at any time without assigning any reason as per the provisions of terms governing your appointment. In case you wish to resign you will give notice as per the provisions of the statute governing your appointment. You shall serve notice till you are informed from service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

20. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of commission of misconduct, dishonesty and commission of an act involving moral turpitude, any act of insubordination or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

21. You will be bound by the code of conduct, rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions and terms of employment.

22. You may be laid-off on payment of 50% wages on account of shortage of work, materials, electricity and similar other reasons.

23. You shall extend all cooperation to the client's employees, customers, representatives, etc. and do all such things diligently, faithfully and to the best of your skill and ability as may be necessary to serve the client and perform all the duties entrusted to you from time to time. We expect you to work with the high standard of initiative, efficiency and economy.

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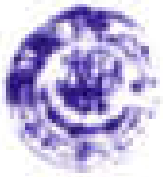


Reliance SMSL Limited

Ref No. HR/AUG/22/KT/68408715/1001291596 **Date: 09.08.2022**

Md Shalil Alam
110,KHADINAN,BAGNAN
West Bengal,India
711303

Offer-cum-Appointment Letter

Dear Md Shalil,

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 **Customer Service Associate** in the employment of the company subject to your joining on or before **31.08.2022**. 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 **Customer Service Associate** in Grade **KT** 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. 117012/- per annum** as below:

	Rs. per month
Basic	6500
HRA	3251
Conveyance Allowance	
Monthly Gross	9751
Annual Gross	117012

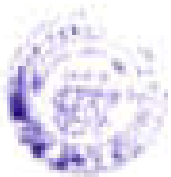
You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.
Your appointment and subsequent continuation of employment 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 deputation or completion 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

ATTESTED

Authorised Signatory

Signature of the Employee
Encl: Terms and Conditions of Employment - Annexure - I



Reliance SMSL Limited

Annexure - I

TERMS & CONDITIONS OF EMPLOYMENT

1. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will come to end on the day you are found medically unfit by the Medical Officer.

2. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.

3. The address as indicated in your application for appointment shall deem to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.

4. All the above emoluments should be reduced to the extent of absence without leave or leave without pay. Only Basic Salary shall be reckoned for computing the contribution to the Provident Fund.

5. You are required to submit the following documents, if the same have not been submitted earlier

   a. Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials in original together with copies thereof.

   b. Copies of your passport photographs with grey background.

   c. Copy of Passport / Ration Card / Voter's ID / driving license or any other document as proof of your residence and photo identity.

6. You have hereby given no objection to the Company(Or its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhar number, other Government issued ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organization that Reliance Retail has appointed now being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / house on rent / vehicle on rent, etc.

7. You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

8. You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

9. Your No Objection will be coterminous with the arrangement between the Company and any agency / organization engaged by the Company for Reference / Antecedent Verification of your current and past employments.

10. In order to ensure the uniformity and maintenance of a good ambience before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.

11. You are required to keep your salary package strictly confidential and [illegible] regarding the salary.

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MANISHADAI RAI COLLEGE

Reliance SMSL Limited

12. During your tenure with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any information hoarding or breach of confidentiality in any way which has occurred due to the misuse of your credentials.

13. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the client or Company as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the client's establishment of your posting.

14. You shall be entitled to leave and other benefits as per the rules and regulations governing client's establishment where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly holiday may be staggered and determined as per the roster.

15. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, accordingly at the client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered and you may be required to work in spells in the morning and evening. In case you being a female employee you shall be provided with due security escort up to your residence in case you work beyond 9 pm.

16. You will be required to work on any day of the year, including festival holidays, in the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

17. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary / affiliate of our client / associate. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

18. In normal course you shall retire from the services of the organization on attaining the age of 58 years.

    a. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

    b. Return to work within 8 days from the commencement of such absence and

    c. Give an explanation to the satisfaction of the Management regarding such absence.

19. You will initially be on probation for a period of Six months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving one month in writing by either side or payment of one month's Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, your services are liable to be terminated at any time without assigning any reason as per the provisions of statute governing your appointment. In case you wish to resign you will give us the notice as per the provisions of the statute governing your appointment. You shall attend duties till you are relieved from service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

20. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, dishonesty and commission of an act involving moral turpitude, any act of indiscipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

21. You will be bound by the code of conduct, rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions and terms of employment.

22. You may be laid-off on payment of 50% wages on account of shortage of work, materials, electricity and similar other reasons.

23. You shall extend all cooperation to the client's employees, customers, representatives, etc. and do all such things diligently, faithfully and to the best of your skill and ability as may be necessary to serve the client and perform all the duties entrusted to you from time to time. We expect you to work with the high standard of initiative, efficiency and [illegible]

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PRINCIPAL
MAHESHWARI RAI COLLEGE

24. You are shall engage yourself exclusively in the work assigned by the client, where you are posted for the time being and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such same which may result in a conflict between your personal interest and the interest of the client / company in dealing with suppliers, customers and all other organisations or individuals doing or seeking to do business with the client / company. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorised in that behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

25. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorised in that behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

26. You shall not at any time either during the contract of your employment or at any time thereafter divulge any information that come to you during the course of your employment without prior permission in writing.

27. As we are manpower service providers to others, in case of any eventuality of our business being closed or terminated, your job is also liable to be ended automatically.

28. You will not enter into any commitments or dealings on behalf of the client / Company for which you have no express authority nor allow us be a party to any alteration of any principle or policy of the client / Company or exceed the authority or discretion vested in you without the previous sanction of the client / Company or those in authority over you.

29. You may be selected and sponsored by the Company / or Client for familiarization / training assignments with our technical collaborators or any other institutions / organizations in India and/or abroad. You will diligently and beneficially take part in the training and such assignments. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.

30. The Establishment considers harassment and discrimination of any nature to be an unacceptable form of behaviour, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.

31. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company that may be in your use, custody, care or charge. For the loss of any property of the company or client in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction. You will hand over the charge of letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the Company.

32. All proprietary information / material of the client that is made known to you during the term of work assignment shall be received in confidence and you shall not disclose or, except in performing the services, use any such information / material. You agree that all information, correspondence, documents, material or items provided to you by the client or by us are provided to you in trust and on completion of project / assignment or termination of the service, you shall promptly return all such material to the client or company, as the case may be.

33. You shall be required to sign and abide by the Policy on Ethics & Code of Conduct with the Company and shall undertake to sign such declarations that the Policy may demand from time to time.

34. It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.

35. In case of one / more clauses of this letter of employment becomes unenforceable, the same shall not render the letter of employment null and void in its entirety.

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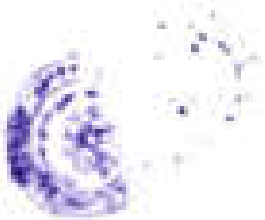
Reliance SMSL Limited

16. The various clauses of this letter are to be read, understood and interpreted as in entirety and none of the clauses are severable from the remaining.

ATTESTED

PRINCIPAL
MANISHADAL RAI COLLEGE



Reliance SMSL Limited

I have read and / or have been explained the contents of the above contract of employment in _____ (language) and I hereby declare that I have fully understood the above terms and conditions and declare the same to be binding on me in its entirety and also give my consent to the clause no. 8 & 9 specifically.

Name : Md. Shahid Alam.

Signature : Md Shahid Alam.

Date : 9/8/2022.

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Reliance

Reliance BMSL Limited - West Bengal
PAYSLIP FOR THE MONTH of August 2022

EMPLOYEE NO.: 60807052 PAYSLIP LOCATION: IMT SHRAMIKA	NAME: Mr. Md shalil Alam UAN No.: 101855271331	PAYSLIP NO.: 1
PF A/c No.: 60807052	Pension A/c No.: 60807052	ESIC A/c No.: 4021032897
BANK NAME : PUNJAB NATIONAL BANK		BANK A/C NO.: 5887001700046567

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Basic	4,403.23		Provident Fund	528.00	
DRA	2,202.28		Ee ESI contribution	52.00	
Holiday Compensation	314.55		Recovery of round off amt	0.30	
			GTIL Recovery	30.77	
	6,920.07			611.07	
GROSS EARNINGS Rs.		6,920.07	TOTAL DEDUCTIONS Rs.		611.07
			NET PAY Rs.		6,309.00

Current Month Total days: 31.00
Paid Days : 31.00
Absence Days : 0.00

Prev.month(s) absence
Paid / Recovered(-) : 0.00

DEBA COLLEAGUE

Absence days for August 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

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Reliance Retail

Reliance BMSL Limited - West Bengal
PAYSLIP FOR THE MONTH of September 2022

EMPLOYEE NO.: 40807052
PAYSLIP LOCATION: SMF SRIRAMPUR
NAME: Mr. Md shalil Alam
PAN No.: 1018552711331
PAYSLIP NO.: 1

PF A/c No.: TRVSM0111767800000820348
Pension A/c No.: TRVSM0111767800000820348
ESIC A/c No.: 4031022897

BANK NAME : PUNJAB NATIONAL BANK
BANK A/C NO.: 5887001700044547

EARNINGS	(This month (Rs))	Arrears (Rs)	DEDUCTIONS	(This month (Rs))	Arrears (Rs)
Basic	6,500.00		Provident Fund	780.00	
Cash Handling Allowance	41.88		Ee ESI contribution	74.00	
HRA	3,251.00		Recovery of count off amt	0.46	
			GTIL Recovery	85.42	
	9,792.88			939.88	
GROSS EARNINGS Rs.		9,792.88	TOTAL DEDUCTIONS Rs.		939.88

(Current Month Total days: 30.00
(Paid Days : 30.00
(Absence Days : 0.00

Prev.month(s) absence
Paid / Recovered(-): 0.00

NET PAY Rs. 8,853.00

DEAR COLLEAGUE

Absence days for September 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

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PRINCIPAL
MAHISHADAL RAJ COLLEGE

Reliance SMSL Limited

Ref No. HR/AUG/22/KT/60488716/1001304914 **Date: 29.08.2022**

Faruk Khan
N080,Khaffinan, Bagnan, Howrah,Khaffinan khan para
West Bengal,India
711303

Offer-cum-Appointment Letter

Dear Faruk,

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 **Customer Service Associate** in the employment of the company subject to your joining on or before **28.09.2022**. 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 **Customer Service Associate** in Grade **KT** 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. 117012/- per annum** as below:

	Rs. per month
Basic	6500
HRA	3251
Conveyance Allowance	
Monthly Gross	9751
Annual Gross	117012

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 deputation or completion 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

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PRINCIPAL
MAHISHADAL RAJ COLLEGE

Reliance

Reliance BMSL Limited - West Bengal
PAYSLIP FOR THE MONTH of October 2022

EMPLOYEE NO.: 01014820	NAME: Mr. Faruk Khan	PAYSLIP NO.: 1
PAYSLIP LOCATION: CMP SHRAMPUR	UAN No.: 101861141194	
PF A/c No.: TMV5N0111678000000829408	Pension A/c No.: TMV5N0211678000000829408	ESIC A/c No.: 4021033444
BANK NAME : BANK OF BARODA		BANK A/C NO.: 00428100000049

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Basic	8,500.00		Provident Fund	780.00	
Cash Handling Allowance	62.08		Prof Tax - Full period	110.00	
HRA	3,251.00		Ee ESI contribution	76.00	
Holiday Compensation	314.35		Recovery of round off amt	0.01	
			STIL Recovery	45.42	
	10,128.43			1,011.43	
GROSS EARNINGS Rs.		10,128.43	TOTAL DEDUCTIONS Rs.		1,011.43

Current Month Total days: 31.00	Prev.month(s) absence	NET PAY Rs.	9,117.00
Paid Days : 31.00	Paid / Recovered(-): 0.00		
Absence Days : 0.00			

DEAR COLLEAGUE

Absence days for October 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

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PRINCIPAL
MAHISHADAL RAJ COLLEGE

Reliance SMSL Limited - West Bengal
PAYSLIP FOR THE MONTH of September 2022

Reliance

EMPLOYEE NO.: 10414620
PAYSLIP LOCATION: CNT JHYAMPUR

NAME: Mr. Faruk Khan
UAN No.: 101863141194

PAYSLIP NO.: 1

PF A/c No.: TRV0HO1176780000829408

Pension A/c No.: TRV0HO1176780000829408

ESIC A/c No.: 4031033444

BANK NAME : BANK OF BARODA

BANK A/C NO.: 00420100000649

EARNINGS	(This month (Rs))	Arrears (Rs)	DEDUCTIONS	(This month (Rs))	Arrears (Rs)
Basic	5,850.00		Provident Fund	702.00	
HRA	2,925.30		Ee ESI contribution	66.00	
			Recovery of round off amt	0.02	
			GTIL Recovery	40.88	
	8,775.30			808.90	
GROSS EARNINGS Rs.		8,775.30	TOTAL DEDUCTIONS Rs.		808.90

(Current Month Total days: 27.00
(Paid Days : 27.00
(Absence Days : 0.00

Prev.month(s) absence
Paid / Recovered(-): 0.00

NET PAY Rs. 7,967.00

DEAR COLLEAGUE

Absence days for September 2022

(01	(02	(03	(04	(05	(06	(07	(08	(09	(10	(11	(12	(13	(14	(15	(16	(17	(18	(19	(20	(21	(22	(23	(24	(25	(26	(27	(28	(29	(30	(31

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PRINCIPAL
MAHISHADAL RAJ COLLEGE

TRENT

A TATA GROUP ENTERPRISE

26 August 2022

Mr Rahul Duley
67,Telijant,Sukhadali,Bankura
West Bengal - 722150
NA
Bankur
West Bengal-722150

Dear Mr Rahul Duley

Sub: Appointment as **"Sales Associate"** at Zudio- Howrah. (EMP No: 64043)

With reference to your Resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as **"Sales Associate"** for our Retail Store located at 493/C/B, G.T. Road(south), P.O & P.S. Shibpur, Howrah 711102, on the following terms and conditions:

1. Salary & Allowances: You will be paid emoluments as per the enclosed statement as Annexure-I containing breakup of CTC of Rs.11843 /- (Rupees Eleven Thousand Eight Hundred Fourty Three Only) per month offered to you.

2. Statutory deductions, as applicable, would be effected from the amount prescribed in Annexure-I on a monthly basis. Further, the said remuneration would be subject to deduction of tax at source as per the rules of the income tax in force from time to time.

   In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the company in force from time to time.

3. You have joined our services on **26 August 2022** and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

4. You will be on probation for the initial period of six months from the date of your joining the service of the Company, which is liable to be extended for a further period of three months in case your work performance, attendance, conduct, etc., is found to be below the expected standard of the Company of which the Management will be the sole judge. During the period of probation, the Company will be entitled to terminate the Employee's services without assigning any reason by giving the Employee One day notice or One day salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give the Company 07 days' notice in writing or 07 day's salary in lieu of notice after confirmation.

5. As per your declaration and the record submitted in support thereof, we have accepted your Date of Birth as **16 January 2003** and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

6. You will retire from the services of our Company on attaining the age of 58 years.

REGISTERED OFFICE : [illegible]

CORPORATE OFFICE : [illegible]
MUMBAI - 400 [illegible] TEL : [illegible] FAX : [illegible]
Email id : [illegible] Website : [illegible]

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7. It shall be your sole responsibility to get yourself relieved from your existing employment, if any, before joining our service and you shall indemnify and hold us harmless against any claims or liabilities which your present employer may make against you or liability arising therefrom.

8. You have initially been posted at **Zudio– Howrah**, however, your services are liable to be transferred from one post to another, from one department to another, from one store to another and from one city to another anywhere in India, depending on the need of the Company. In case of such a transfer, you will be governed by the rules, regulations, service conditions and benefits as applicable in the department, store and city, where you are posted.

9. Your employment with the Company shall be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into Annexure - II. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/ or any other relevant statutory provisions as may be in force from time to time.

10. Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Medical Officer and submission of all your educational certificates in original along with a set of photocopies for our verification.

You are allotted Employee No: **64043** and the same may be mentioned in all your future communications regarding your employment association with the Company, for easy identification.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

If you are agreeable to the above terms and conditions, please return the duplicate copy of this letter and that of the Service Agreement duly signed by you in token of your acceptance thereof.

Thanking you.

Yours faithfully,
For TRENT LIMITED

Ajay Menon
Authorized Signatory

I have read the above terms and Conditions and I accept the same.

Rahul Dubey

Mr Rahul Dubey

Encl.: as above

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ANNEXURE I : Compensation FY 2022 – 23

Name	Mr Rahul Dubey
Emp Code	94043
Location Code	ZT98
Location	Howrah
Qualification	HSC
Date of Joining	26 Aug 2022
Date of Birth	16 Jan 2003

STATEMENT SHOWING EXISTING EMOLUMENTS

Salary Components	**(INR)**
Basic	9795
House Rent Allowance	490
Education Allowance	0
Additional Allowance (If Applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	0
Gross Earning	10285
Employee State Insurance Corporation (ESIC)	334
Provident Fund	1175
Employee Deposit Linked Scheme (EDLI)	49
Total CTC	11843
Annual CTC	147798

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ANNEXURE II
SERVICE AGREEMENT

AN AGREEMENT, made this on 26 day of August 2002 BETWEEN TRENT LIMITED a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street, Mumbai 400 001 and Corporate Office at Trent House, G Block, Plot No. C-80, Beside Oberoi, Bandra Kurla Complex, Bandra(E), Mumbai 400 051 (hereinafter called "the Company" which expression shall include the successors and assignees of the Company) of the ONE PART AND

Mr Rahul Dubey

(hereinafter called "the Employee") of the OTHER PART.

WHEREBY IT IS AGREED as follows:

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 26 day of August 2002 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. The Employee shall be on probation for the initial period of six months from the date of joining the services, which period can be extended for a period of six months (three months at a time) in case the work performance, attendance, conduct etc. of the Employee is not found satisfactory of which the Management will be the sole judge.

The Employee shall be confirmed in writing at the end of the initial probation period or the extended probation period as the case may be, provided the work performance, attendance, conduct etc. of the Employee are found satisfactory. The Employee shall be deemed to be on probation until he/she is confirmed in writing by the Company.

The services of the Employee are liable to be terminated by giving one day notice in writing by either party to the other party and by giving Seven days notice in writing or by surrendering Seven day's salary in lieu of notice after confirmation.

3. The employee shall, to the best of his/her ability, execute and perform at his/her duties as per the illustrative list of the duties and responsibilities enclosed with the appointment letter, as well as duties ancillary and incidental thereto and as may be reported by the Company from time to time. The Employee shall also exercise all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or holding Company anywhere in India and in such an event the Employee shall be governed by the Service Conditions/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place in places in the union of India as the Company may appoint or at such place or places in the union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her single period, the Employee shall, if so required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other impositions, if any payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leaves according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's schemes/rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company submit himself/herself to examination by a Medical practitioner appointed by the Company.

10. The Employee shall –

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof.

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require.

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, connections, customers, methods or working, processes, trade secrets, transactions or affairs of the Company or any Company which is in at the material time may be an associate or a subsidiary of the Company.

(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require.

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitments, [illegible] obligations on behalf of the Company for which the employee has no express authority from the Company.

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PRINCIPAL
MANDHANA [illegible] COLLEGE

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company.

(h) inform the company without delay of any dishonesty on the part of any other employees of the Company that may come to the Employee's knowledge.

(i) not, during his/her employment with the Company, wilfully waste, spoil, mutilate, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession.

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to any work as model for any organisation, agency, newspaper, magazine, television, audiovisual agency or any public media

(k) and/or publication whether his/ communication or otherwise where such publication concerns the employee's area of work and/or employment with the Company.

(l) not, either during, or after the termination of his/her employment, consequence or whether, to communicate to other persons, companies or bodies, whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all articles manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the products, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries.

11. While serving the Company the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of this Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or other wise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) vouchers, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market lists, catalogues, reminders, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come to in the Employee's possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any valued whatsoever, return up the same to the Company, without cleaning any part thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process technique or method of manufacture or construction now or hereafter used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) conducts any experiments, tests or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulate and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of:

a) any act of dishonesty, disobedience, insubordination, unruly, incompetence, negligently or otherwise or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

c) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

d) For purpose of sub-clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. During employment with the Company and after confirmation as specified in Clause 2 hereof, the Company will be entitled to terminate the Employee's services, without assigning any reason, by giving the Employee Seven day's notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give to the Company Seven day's notice in writing or Seven day's salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and in that event, he/she will be paid his/her salary up to the last working day only.

17. It is expressly agreed by and between the parties hereto that :-

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waive by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Reliance SMSL Limited

Ref No. HR/SEP/1101/0064/2022/00122086

Date: 22.09.2022

SUMAN LIHIAH

Offer-cum-Appointment Letter

Dear SUMAN,

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 **Customer Service Associate** in the employment of the company subject to your joining us on before **22.09.2022**. 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 **Customer Service Associate** in **Grade K1** 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. 138652/- per annum** as below:

	Rs. per month
Basic	6561
HRA	4271
Conveyance Allowance	
Monthly Gross	10723
Annual Gross	138652

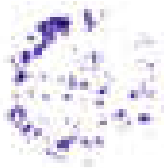
You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.
Your appointment and subsequent continuation of employment 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 requirements of the services provided by us to our clients and shall also be subject to the requirements of deputation or completion 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.

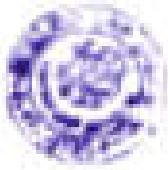
Yours faithfully,
For Reliance SMSL Limited

Authorised Signatory

Signature of the Employee:
Encl: Terms and Conditions of Employment - Annexure - I

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE





Reliance SMSL Limited

I have read and / or have been explained the contents of the above contract of employment in _____ (language) and I hereby declare that I have fully understood the above terms and conditions and declare the same to be binding on me in its entirety and also give my consent to the clause no. 8 & 9 specifically.

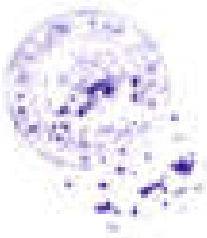
Name : Suman Lohan

Signature : Suman Lohan

Date : 22.09.2022

ATTESTED

PRINCIPAL
MAHESHADAL BAI COLLEGE



ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 598, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Sandip Acharjee

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as **Sales Executive** w.e.f 1/08/2022.This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc. Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of **retainership** your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I,Sandip Acharjee accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Sandip Acharjee, 1/8/22

Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

DGM-HRD,Admin & Compliance

HR Manager
Arambagh Foodmart Pvt. Ltd.

Arambagh Foodmart Pvt. Ltd.

ATTESTED
PRINCIPAL
M.DISRADAL RAI COLLEGE

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 59B, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Somasri Mondal

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as **Sales Executive** w.e.f 1/08/2022 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc. Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of **retainership** your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I, Somasri Mondal accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Somasri Mondal
01.08.24
Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

DGM-HRD,Admin & Compliance

HR Manager
Arambagh Foodmart Pvt. Ltd.

Arambagh Foodmart Pvt. Ltd.

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 59B, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Kabita Maity

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as **Sales Executive** w.e.f 1/08/2022This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc. Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of **retainership** your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I,Kabita Maity accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Kabita Maity 01.08.24

Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

DGM-HRD,Admin & Compliance

HR Manager
Arambagh Foodmart Pvt. Ltd.

Arambagh Foodmart Pvt. Ltd.

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

croma

infiniti retail ltd

Date: Aug 31,2023

To,
Manas Patra

Appointment Letter- Apprentice

We, **Infiniti Retail Ltd.**, a Company incorporated under the Companies Act, 1956 (as amended from time to time) vide CIN: U31900MH2005PLC158120, and having Registered Office at Unit No. 701 & 702, Wing A, 7th Floor, Kaledonia, Sahar Road, Andheri East, Mumbai 400069 (the "Company") are pleased to hire your services in the field of **NAPS-Customer Service Specialist** as **"Apprentice"** under Croma Apprentice Program Scheme as per the terms and conditions stated herein:

1. **Place:** Your place of work will be **Howrah** and your reporting shall be to **Assistant Department Manager** or any other person as may be designated by the Company from time to time. You may be transferred from one place / branch / section / department / division of the Company to another place / branch / section / department / division of the Company at the sole discretion of the management anywhere in India or abroad. Similarly, you may also be required to work for any other group, sister concern, subsidiary, associate company either full time or part time.

2. **Role & Responsibilities:** You will work as **NAPS-Customer Service Specialist**. Details of the same will be explained on the Date of Joining.

3. **Term:** The apprenticeship is for a period of commencing from **Aug 31,2023** and ending on . The extension of the apprenticeship period would be based on your performance and at the discretion of the Management. However, you cannot at any time claim any employment or right of the employment, agency, partnership or continuity of apprenticeship in the Company after the completion of your apprenticeship.

4. **Fees:** During the period of the apprenticeship, you will be paid a consolidated sum of **Rs.11,000/- (Eleven Thousand only) Per Month** as stipend and incentives as per current Incentive Policy You will not be entitled to or claim any other benefit or allowance, facilities or bonus, which other employees of the Company are entitled to or being paid.

5. **Taxes:** The Company will deduct applicable taxes from your above stipend as per the prevailing tax laws.

6. **Office timing:** The working Hours and days would be as per the discussion & information shared.

7. **Leave:** You shall be entitled to weekly off and other holidays as per the guidelines of the Company. In addition, you are entitled to **12** paid Leaves during the period of **12** months apprenticeship starting post completion of one month of apprenticeship. Any leave taken by you, other than the ones communicated, would be considered leave without Pay.

8. **Termination:** Either party can terminate this Assignment by giving **9 days** notice in writing or apprenticeship fees in lieu of notice, to the other party. If you fail to comply with the Company policy and procedures, the Company can terminate your apprenticeship without any notice and without any apprenticeship fees in lieu of notice.

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PRINCIPAL
MAHISADAL NAP COLLEGE

9. **Reporting:** You will be required to submit a periodical report on the activities handled by you. This can be mutually discussed & agreed upon.

10. **Confidentiality:** As substantial amount of Company's proprietary, technical, strategic, intellectual property and other data/information may be available with you, you shall always take all the steps to protect this data/information and shall not divulge or share such data/information with any other person, entity, firm or Company directly or indirectly, during and after your apprenticeship period. On expiry or earlier termination of your apprenticeship, you shall return or destroy the data/information of Company available with you and on the request of Company, you shall give a certificate to the Company to that effect. You will not at any time, without the written consent of management of the Company, disclose or divulge or make public except on legal obligation any information regarding the Company's affairs or work carried out whether the same may be confided to you or become known to you in course of your apprenticeship or otherwise. Confidentiality shall survive forever notwithstanding the expiration or termination of this Agreement for any reason whatsoever.

11. **Non-Competition:** During the term of this agreement, and for a period of 6 months thereafter, the Employee shall not work directly or indirectly as an employee, officer, retainer, consultant, agent, owner or engage in any other capacity with a company or firm or employer competitive with the Company's current lines of business or any business then engaged in by the Company.

12. **Policies:** You shall always abide by and work as per the various policies of the Company including Tata Code of Conduct (TCoC) and prevailing laws of the land. You will use your best efforts in the interest of Company while providing services and shall not indulge in any activity which may jeopardise the interest of the Company or lower the image of the Company or its holding company.

13. **Jurisdiction:** All actions arising out of this apprenticeship or relating thereto are subject to the laws of India and shall be under the jurisdiction of the court in Mumbai.

14. **Documents:** You are requested to furnish following documents
    - All certificates relating to your education, previous employment and work experiences.
    - Proof of your age.
    - Proof of Residence (present & permanent).
    - Relieving letter from your immediate previous employer, and
    - Two passport size color photographs taken within last three months of the date of this letter.

Any contrary representations, letters, offers and agreements, which may have been made to you, are superseded by this offer.

Please confirm your acceptance of the terms and conditions in this communication by signing and returning one copy, for our records. We look forward to a mutually beneficial and professionally rewarding relationship.

For and on behalf of
Infiniti Retail Ltd.

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MANISH

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infiniti retail ltd

Bhawna Mishra
Lead- Region HR- North

Acknowledged By:	Manas Patra
Email:	
Date:	2023-08-31
Time:	15:02:11 PM
IP Address:	10.105.8.175

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PRINCIPAL
MARGHERITA DEGREE COLLEGE

Regd Off. : Unit No.701 & 702, 7th Floor, Raheja Arcade, Sahar Road, Andheri (East), Mumbai 400 069, India
T 91 22 6761 3600 | F 6761 3689 E : customerrelsupport@croma.com | Website : www.croma.com
(CIN) : U51909MH2005PLC154120

A TATA Enterprise

Baazar Kolkata

Baazar Retail Private Limited

PS Srijan Corporate Park Office No 1103 Tower 1, Block GP, Sector V,

Payslip for the month	Sep - 2022	**Emp Code**	14278	**Employee Name**	Subhajit Sarkar
Days Paid	30.00 + 0.00	**Joining Dt**	10-Aug-2022	**Branch**	Fabkolta
Department	Retail Operations	**Division**	Store Operations	**Designation | Role**	Associate I
UAN		**PF No**		**ESIC No**	
PAN	ORFPS3862E	**Bank Name**	Central Bank of India	**Bank Account No**	2093429791

Earnings	**Amount**	**Deductions & Recoveries**	**Amount**
Basic	7000.00	Staff Advances	1500.00
Amount Total :	7000.00	Amount Total :	1500.00
		Net Pay :	5500.00

Net Pay : Five Thousand Five Hundred Rupees

This is a system generated pay slip and does not require any signature

ATTESTED

ADITYA BIRLA

FASHION & RETAIL

To,

Arnab Sardar,

Sub: Letter for the Services (as annexed hereto) to be provided by Aditya Birla Fashion and Retail Limited ("Letter")

Reference to the above and subsequent discussions held with you from time to time, Aditya Birla Fashion and Retail Limited, a company incorporated under the Companies Act, 1956 and having its office at Piramal Agastya Corporate Park, Building 'A', 4th and 5th Floor, Unit No. 401, 403, 501, 502, L.B.S. Road, Kurla, Mumbai - 400 070, through its Pantaloons Division (hereinafter called "**the Company**") is pleased to issue this letter to you as per the following terms and conditions:

1. You shall deliver and provide the services as more particularly described in Annexure A appended hereto as per the terms and conditions of this Letter.

2. In consideration of providing the Services, you shall be entitled to the payment, as more particularly described in Annexure B appended hereto ("**Fee**").

   i) All payment shall be subject to TDS.
   ii) For clarity, it is stated that the Company shall not be liable to make any other payment to you save and except stated in this Clause.
   iii) All invoices have to be addressed to "Aditya Birla Fashion and Retail Limited".
   iv) All payments towards your invoices are to be made by cheque /draft//RTGS/NEFT/pay order favoring "**Aditya Birla Fashion and Retail Limited**" only.

3. This Letter shall be effective from **15-Aug-22** and shall be valid till **28-Sept-22**. This Letter can be renewed with mutual consent.

4. You shall be forthwith replaced by the Company on account of any misconduct or if you are found in violation of the Company's code of conduct as mentioned in Annexure C appended hereto or if you do not turn up to Company's premises/ units due to any reason.

5. We can terminate this Letter any time, without assigning any reason whatsoever. Upon expiry or early termination of this Letter, you shall forthwith return all the confidential and proprietary information, if you possess, to the Company.

6. We do not assign or grant permission to you to use any of your intellectual property rights, in any form, manner or media whatsoever.

pantaloons Arnab Sardar

Aditya Birla Fashion and Retail Limited (formerly known as Pantaloons Fashion & Retail Limited)
Zonal Office (East): Megatherm Tower, 6th Floor, Block GP, Sector- V, Salt Lake Electronic Complex,
Bidhannagar, Salt Lake City, Kolkata 700091, West Bengal, India T: +91 33 40099400
Regd. Office: Piramal Agastya Corporate Park, Building 'A', 4th and 5th Floor, Unit No. 401, 403, 501, 502, L.B.S. Road, Kurla, Mumbai - 400 070, India
T +91 - 8652900000 | F +91 - 8652900400 | E: [illegible]
Corporate ID No. [illegible]

ATTESTED

ADITYA BIRLA

FASHION & RETAIL

7. You shall keep all the information received from you during the terms of this Letter confidential. This obligation shall survive the expiry or earlier termination of this Letter.

8. You have all the necessary permissions/licenses/consents for performing its obligations under this Letter.

9. Nothing in this Letter shall imply or construe a relationship of partnership or joint venture between the Company and you in respect of the provision of the Services.

10. You are duly authorized to enter into this Letter.

11. This Letter shall be governed by and construed in accordance with the laws of India and the Courts at Mumbai shall have the exclusive jurisdiction to adjudicate upon and settle any and all disputes that may arise out of or in connection with this letter between the Company and you.

Please sign and return the duplicate copy of this Letter as a token of your acceptance of the terms and conditions as mentioned in this Letter.

Thanking you,

For Aditya Birla Fashion and Retail Limited
Pantaloons Division

ACCEPTANCE

We accept the terms and conditions of the letter as set out above.

Dated: Arnab Sarkar
15/08/22

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pantaloons

Aditya Birla Fashion and Retail Limited (formerly known as Pantaloons Fashion & Retail Limited)
Zonal Office (East) : Megatherm Tower, 6th Floor, Block GP, Sector- V, Salt Lake Electronic Complex,
Bidhannagar, Salt Lake City, Kolkata-700091, West Bengal, India T: +91 33 40059400
Regd. Office: Piramal Agastya Corporate Park, Building 'A', 4th and 5th Floor, Unit No. 401, 403, 501, 503, L.B.S. Road, Kurla, Mumbai - 400 070, India
T: +91 - 8652905000/11 | +91 - 8652905400 | E: admin@adityabirla.com | W: www.abfrl.com
Corporate ID No.: L18101MH2007PLC233860

iii) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee, whether committed before or at the time of the termination of the Employee's employment hereunder.

18. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 10 of this Agreement.

19. The Employee shall not at any time after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly:

a) represent himself/herself as being in any way connected with or interested in the business of the Company; or

b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company;

c) either on his/her own account or for any person, firm or company, solicit, interfere with or endeavour to entice away from the Company any Employee of the Company;

d) do any other act or thing calculated to prejudice the interests or business or activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

20. The employee shall unless the Company otherwise in his/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

21. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address:

(a) **TRENT LIMITED**
Trent House, G Block,
Plot No. C-48, Beacon Chambers,
Bandra Kurla Complex, Bandra (E),
Mumbai-400051

(b) Mr Rahul Dutta
57 Tellpark Sukhadal Bankura
West Bengal – 722155
Kol.
Bankur , West Bengal

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter.

22. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India, that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

23. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

24. The Employee shall abide and conduct himself/herself as per the provisions of the Total Code of Conduct, a copy of which has been received by him/her.

25. The Women employees would be governed by "The Maternity Benefit Act, 1961" as amended up-to date and they shall also be entitled to the benefits mentioned therein.

IN WITNESS WHEREOF, the parties hereto have executed these presents the day and year first above written.

SIGNED AND DELIVERED
For and on behalf of
(by the within named)

Signed and delivered
by the within named

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MAHISHADAL RAJ COLLEGE

Employee
Mr Rahul Dutta

In the presence of Witness

Reliance

Reliance ENGG Limited - West Bengal
PAYSLIP FOR THE MONTH of November 2022

EMPLOYEE NO.: 66831748
PAYSLIP LOCATION: PRIE.Kolkatta

NAME: Mr. Shibsankar Mandal
UAN No.: 101681171159

PAYSLIP NO.: 1

PF A/c No.: TNPUHS1175780000852681

Pension A/c No.: TNPUHS1175780000852681

ESIC A/c No.: 6119681854

BANK NAME : PUNJAB NATIONAL BANK

BANK A/C NO.: 8713010210827

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Basic	6,520.00	638.71	Provident Fund	683.00	
HRA	4,221.50	544.65	Prof.Tax - Full period	110.00	
			Re ESI contribution	91.00	
			Recovery of round off amt	0.08	
			ITSL Recovery	49.42	5.86
	10,721.00	1,183.36		1,127.50	5.86
GROSS EARNINGS Rs.		12,104.36	TOTAL DEDUCTIONS Rs.		1,133.36

Current Month Total days: 30.00
Paid Days : 30.00
Absence Days : 0.00

Prev.month(s) absence
Paid / Recovered(-) : 0.00

NET PAY Rs. 10,971.00

OTHER COLLEAGUE

Absence days for November 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

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PSN Supply Chain Solutions Pvt. Ltd.

FIXED TERM EMPLOYMENT CONTRACT

Name: Anima Ghosh

Father Name: Tapas Ghosh

Address: H NO 0 Benipur Saltore Netulta Purulia Durga Mandir Purulia West Bengal 723121

Letter Date : 26-Sep-2023

OfferID :

Employee Id:

Employee Code:

In pursuance of your application for employment in our organization, we have decided to appoint you as Warehouse Associate.

The conditions of your appointment will be as follows:

1. Be it clearly understood that the assignment / work offered to you has arisen due to temporary increase of work which is part and parcel of our contracts with our Clients.
2. You would be liable to work at any of our client's location as per the requirement. However, your services are liable to be transferred without any additional benefit or facilities, to another branch, post or place or to any office, associates or sister concern or subsidiary of any of the present or future clients of **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED,** at any place in India, whether in existence or which may come up in future at any time at the sole discretion of the **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED.**
3. Your period of Employment contract is from **26-Sep-2023** till **23-Oct-2023**. Your salary details are provided in Annexure "A" of this document whereas Annexure "B" contains "Service Provider Personnel Nondisclosure Agreement". You are requested to carefully go through and familiarize yourself with all the details provided in these documents, before accepting the employment.
4. Your fixed-term contractual engagement will automatically come to an end after the completion of the aforementioned period. The renewal/extension if any shall be subject to mutual consent in writing and acceptance of applicable terms & conditions as may be deemed fit and proper by both the parties to this contract.
5. Both the parties have the right to terminate the contract by giving the other party a prior notice of 7 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. In case of continued absenteeism for three or more days at a stretch or absenteeism for 5 or more days on 3 different Occasions without intimation, it will be construed that you have terminated the Contract and in such a situation, the management will not be liable to serve you the notice or make payment in lieu thereof. On the contrary, in such a scenario, the management will have a

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right to deduct the wages for the un-served notice period from the money due to you, if any, as part of full and final settlement.

6. You shall not at any point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever either against us or any of our clients.
7. You may be required to work in shifts and your shift timings may vary based on business requirements. However, you will be notified of the change in shift timings through posting of schedules.
8. You may have to even work overtime as per business requirements. Overtime amount will be paid as per statutory norms.
9. You will be expected to carry out the duties assigned to you in an efficient and competent manner. If you have any problems/queries to carry out duties, you will be expected to bring them to your Supervisor.
10. You would be eligible for leaves & paid holidays in accordance with applicable statutory provisions. However, your leaves shall be governed by leave policy of **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED.**
11. If any declaration given or furnished by you to the **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED** proves to be false or if you have willfully suppressed any material information, in such a case you will liable for strict action including to removal from service without notice.
12. In day to day functioning or carrying out responsibilities, you will report and receive instructions from our Supervisor and shall be bound to follow service conditions of **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED.** Such supervisor shall exercise control over your working including initiation of disciplinary proceedings against you.
13. You will be entitled to all other statutory benefits wherever applicable during the contract period which would be paid by **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED** but not be entitled to any benefit/ privileges available to other regular associates of the establishment of **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED** or of our clients **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED**. The agency will be solely responsible for the all statutory payments and you will have no right to claim the same from the Clients of **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED**.
14. During the course of your contract with us, you may be transferred to any other location/project site of our client's entity to meet the urgent contract requirement. In such condition, all other terms of contract will remain unchanged including compensation and benefits.
15. You will not, at any time without the written consent of the authorized person of **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED**, disclose or divulge or make public except on legal obligations, any information about the **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED** and its Clients business affairs or secrets which has become known in the course of discharging obligations under this contract or otherwise to any other person or institution.
16. In case of any indiscipline/disobedience/ misconduct/theft committed by you, or any other kind of activities that may lead to disruption of operations, or in case any complaint is received against you from any of our clients, **PSN**

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MAHESHWARI & CO.

SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED will have a right to take a strict action against you including termination of service without any notice period or pay in lieu thereof.

17. In case of default or negligence has been proved on your part resulting in loss or cease of operation to PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED or to our client, under the circumstances of PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED is authorized to recover or deduct from your salary an equivalent amount (or part of it) for any such instances occurred, as permissible under statutory provisions.

18. Execution of this Letter by you shall be a full and complete acceptance by you to perform the services. Upon acceptance, you shall;

i. fully perform the services, in a professional manner, at work site till your employment. You will follow the standard operating procedures (SOPs) and guidelines applicable to your work at client location with utmost professionalism and in an ethical manner while respecting the timelines and instructions of your supervisor at all times;

ii. not engage in any conduct detrimental to the interests of the PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED or our clients;

iii. not, either directly or indirectly, offer yourself for employment or gainfully engage with any client, customer or competitor or its agencies or its affiliates during the period of the present work assignment without the prior permission of PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED;

iv. Comply with the applicable Policies (such as safety, health, environment policy), Code of conduct and Rules & Regulations of PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED at all times during the course of your employment contract.

19. Your appointment and continuity in employment will always be subject to you being found medically fit and clearing the background verification check as required by the **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED**.

20. Upon lapse or termination of the employment, your employment with **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED** shall stand terminated forthwith.

21. Termination of this Letter shall not affect the obligations of the parties that have been incurred prior to termination and **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED** will promptly settle all your dues after making applicable deductions. Further, obligations relating to confidentiality and intellectual property shall continue after termination/ expiry of this Letter.

22. You agree that you are responsible for any losses towards assets and packages handed over to you as a part of the assignment and will be liable to pay the loss amount either directly or through salary deductions.

23. You agree to co-operate with any security measures such as random frisking and searches of personal belongings.

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PRINCIPAL
MAHESHWARI JR. COLLEGE

24. In addition to the above, you are also governed by the standard employment rules/ standing orders and safety/security rules of the **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED** and you are required to read them in conjunction.
25. You agree to defend, indemnify and hold **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED** harmless from any and all claims, damages, liability, attorneys' fees and expenses on account of your failure to satisfy any of your obligations under this Letter or for misconduct, violation of any law or creation of any legal liability by you or any information pertaining to the background of unlawful act on your part which has been suppressed by you while obtaining this job.
26. In addition to the terms contained herein, your relationship with **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED** may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED.** You shall at no point of time make any claim or right to claim employment, damage, loss or compensation of any nature what so ever against any of our clients.
27. We take this opportunity to wish you the very best in your tenure with **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED.**
28. If the above terms & conditions are acceptable to you, please sign the duplicate copy of this contract in token of your acceptance.

I have read this letter in full & understand it fully. By signing this letter of contract, I accept all aforementioned terms & conditions of the contract of employment offered by PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED

Signature

Name: Anima Ghosh

Date: 26.09.2023

For PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED

Authorized Signatory

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PRINCIPAL
MAHISHADAL RAJ COLLEGE

PSN

PSN Safety Glass Industries Pvt. Ltd.

Annexure - A

Gross Salary		Statutory benefits	
Basic + DA	Rs. 11436	PF Employer	Rs. 1487
HRA	Rs. 572	ESIC Employer	Rs. 390
Other If Any	Rs. 0	Others if any	Rs. 0
Total Gross Salary (A)	Rs. 12008	Total Statutory Contribution (B)	Rs. 1877
Total Deduction (C)	Rs. 1572		
Net Salary D = (A - C)	Rs. 10436	Cost to Company (A + B)	Rs. 13885

ATTESTED

PRINCIPAL

MAHESHWARI MAHILA COLLEGE

Annexure B

Service Provider Personnel Nondisclosure Agreement

This Nondisclosure Agreement (this "**Agreement**"), effective as of 26-Sep-2023, entered into by, ("**Service Provider Personnel**"), an employee of PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED, ("Service Provider"), for the benefit of clients of **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED** (and the Clients and the Service Provider Personnel are referred to individually as a "**Party**" and collectively as the "**Parties**").

The Parties recognize that in connection with Service Provider Personnel's assignment by Service Provider to provide products or services to its clients, certain information including Confidential Information (as defined hereinafter) would be passed on/ disclosed to the Service Provider Personnel by the clients with respect to its operations and businesses. The Service Provider Personnel are now agreeing to the terms and conditions on which the Service Provider Personnel shall be provided the Confidential Information. In consideration of the clients agreeing to disclose Confidential Information to the Service Provider Personnel, the Service Provider Personnel agrees and undertakes to abide by the terms of this Agreement as set out below:

1. Confidential Information.

As used in this Agreement, **"Confidential Information"** means all nonpublic information disclosed by or relating to Client/s and any entity in which Client/s or its group companies have directly or indirectly, certain economic interest (as " **Affiliate**") that is designated as confidential or that, given the nature of the information or the circumstances surrounding its disclosure, reasonably should be considered as confidential. Confidential Information includes, without limitation (i) all nonpublic information relating to the clients or any of it's Affiliate's technology, customers, business plans, promotional and marketing activities, finances and other business affairs, and (ii) all third-party information that the client or any of it's Affiliate is obligated to keep confidential. Confidential Information may be contained in tangible materials, such as drawings, data, specifications, reports, compilations, summaries, abstracts, modifications, translations, enhancements, adaptations and computer programs, or may be in the nature of unwritten knowledge.

2. Exclusions.

Confidential Information does not include any information that (i) is or becomes publicly available without breach of this Agreement, (ii) can be shown by documentation to have been known to Service Provider Personnel at the time of his/her receipt of such information from the client, (iii) is received from a third party having the legal right to disclose Confidential Information and who did not acquire or disclose such information by a wrongful or tortious act, or (iv) can be shown by documentation to have been independently developed by Service Provider Personnel outside the scope of the relationship with the client, without reference to any Confidential Information.

3. Use of Confidential Information.

Service Provider Personnel may use Confidential Information solely in connection with and only in pursuance of his/her business relationship with the client. Except as expressly provided in this Agreement, Service Provider Personnel will not disclose Confidential Information to any person or entity for any purpose whatsoever without the client's prior written consent. Service Provider Personnel will take all reasonable measures to avoid disclosure,

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MAHESHKUMAR & CO. LLP

dissemination or unauthorized use of Confidential Information, including, at a minimum, the same degree of care, secrecy and security measures he/she takes to protect his/her own confidential information of a similar nature. Service Provider Personnel will segregate Confidential Information from the confidential materials of third parties to prevent commingling.

4. Disclosures to Governmental Entities.

Service Provider Personnel may disclose Confidential Information as required to comply with binding orders of governmental entities that have jurisdiction over it, provided that Service Provider Personnel (i) gives the client prior written notice sufficient to allow the client or any of its Affiliate to seek a protective order or other appropriate remedy, (ii) discloses only such information as is required by the governmental entity, and (iii) uses commercially reasonable efforts and lawful means to obtain confidential treatment for any Confidential Information so disclosed and minimize the extent of such disclosure.

5. Ownership of Confidential Information.

All Confidential Information and patents, copyrights, trade secrets, trademarks or service marks or logos (whether registered or not, with or without goodwill) and other intellectual property rights, title or interests therein (collectively referred to as " **Intellectual Property Rights** ") will remain the exclusive property of the client or its Affiliate, as may be applicable. Disclosure of Confidential Information under this Agreement by client's or its Affiliate will not constitute an express or implied grant to Service Provider Personnel of any rights to or under the client's or its Affiliate's Intellectual Property Rights.

6. Notice of Unauthorized Use.

Service Provider Personnel will notify the client immediately upon discovery of any suspected unauthorized use, copying or disclosure of Confidential Information or any other breach of this Agreement. Service Provider Personnel will cooperate with the client or its Affiliates in every reasonable way to help the client or its Affiliate regain possession of such Confidential Information and prevent its further unauthorized use or disclosure.

7. Return / Destroy or Discontinue Use of Confidential Information.

Service Provider Personnel will return, deliver, remove or destroy all tangible materials embodying Confidential Information (in any form and including, without limitation, all summaries, copies and excerpts of Confidential Information) promptly following the client's written request regardless of how the Confidential Information is embodied at the date of request. The Client may at any time, at its sole discretion, require the Service Provider Personnel to discontinue the usage of any or all Confidential Information and at the client's option, Service Provider Personnel will provide written certification of his/her compliance with this Section.

8. Injunctive Relief.

Service Provider Personnel acknowledges that disclosure or use of Confidential Information in violation of this Agreement could cause irreparable harm to the client or any of its Affiliates for which monetary damages may be difficult to ascertain or an inadequate remedy. Service Provider Personnel therefore agrees that the client and/or its Affiliate will have the right, in addition to its other rights and remedies, to seek injunctive relief as a remedy or to prevent or curtail any actual or threatened breach by the Service Provider Personnel of its obligations hereunder or for any violation of this Agreement.

ATTESTED
PRINCIPAL
MANSHARAM RAI COLLEGE

and all terms or conditions to give them such effect.

This Agreement is governed by the laws of India, excluding its conflicts of law rules. In the event of any dispute or difference arising between the Parties hereto in regard to any matter relating to or connected with this Agreement, the same shall be referred to arbitration in accordance with the (Indian) Arbitration and Conciliation Act, 1996 and any amendments thereof. The decision of the arbitrator shall be final and binding on the Parties. The venue of arbitration shall be Bangalore. This Section shall survive the termination or expiry of this Agreement.

Notices. All notices hereunder will be given in writing, will refer to this Agreement and will be personally delivered or sent by overnight courier, receipted facsimile transmission or registered or certified mail (return receipt requested) to the address set forth below the Parties' signatures at the end this Agreement. Any Party may from time to time change such address by giving the other Party notice of such change in accordance with this Section 11.6. Service Provider Personnel has executed this Agreement as of the date set forth below.

The provisions contained in Sections 5, 6, 7, 8, 9, 10, 11 shall survive the termination or expiry of this Agreement.

Anima Ghosh

Signature

Full Name: Anima Ghosh

Address: H NO 0 Benipur Saltore Netalia Purulia Durga Mandir Purulia West Bengal 723121

Phone No: 7477604189

ACCEPTED

ATTESTED

9. Scope; Termination.

This Agreement is intended to cover Confidential Information received by Service Provider Personnel both prior and subsequent to the date hereof. This Agreement shall be effective once signed by Service Provider and will automatically terminate upon the completion or termination of the Parties' business relationship; provided, however, that Service Provider Personnel's obligations with respect to Confidential Information will survive and continue indefinitely even following such completion or termination. The provisions contained in this Section shall survive the termination or expiry of this Agreement.

10. Indemnity.

The Service Provider Personnel acknowledges that a breach of this Agreement by the Service Provider Personnel could result in significant liability, claim, damage, loss, penalty, cost or expense (including, without limitation, reasonable attorneys fees and costs of appeal) (hereinafter together referred to as "Losses") to the client. The Service Provider Personnel agrees to indemnify and hold the client harmless and indemnified from and against any Losses, arising on account of the breach by the Service Provider Personnel of any of the obligations undertaken by the Service Provider Personnel under this Agreement

11. Outside Employment.

You agree that during the period of your employment, you will not, without the prior written approval of the **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED**, directly or indirectly engage in any outside employment activity relating to any line of business in which client is engaged, or which would otherwise conflict with or adversely affect in any way the performance of your employment obligations to our client.

12. Miscellaneous.

This Agreement will not create a joint venture, partnership or other formal business relationship or entity of any kind, or an obligation to form any such relationship or entity. Each Party will act as an independent service Provider and not as an agent of the other Party for any purpose, and neither will have the authority to bind the other

This Agreement constitutes the entire agreement between the Parties relating to the matters discussed herein and may be amended or modified only with the mutual written consent of the Parties. Each Party's obligations hereunder are in addition to, and not exclusive of, any and all of his, her or its other obligations and duties to the other Party, whether express, implied, in fact or in law. Subject to the limitations set forth in this Agreement, this Agreement will inure to the benefit of and be binding upon the Parties and their respective successors and assigns.

Any failure by the client or any of its Affiliates to enforce Service Provider Personnel's strict performance of any provision of this Agreement will not constitute a waiver of the client or its Affiliate's right to subsequently enforce such provision or any other provision of this Agreement.

If a provision of this Agreement is held invalid under any applicable law or by a court of competent jurisdiction, such invalidity will not affect any other provisions of this Agreement that can be given effect without the invalid provision. Further, all terms and conditions of this Agreement will be deemed enforceable to the fullest extent permissible under applicable law, and, when necessary, the court is requested to reform any

ATTESTED

DUKE FASHIONS (INDIA) LIMITED
GSTIN No. : 03AABCD6104A1ZJ
CIN : U18101PB1990PLC010566
GT ROAD (West) LUDHIANA, - 141008 Tel: 0161-5224000-4010
email : mail@dukeindia.com web : www.dukeindia.com

To

HR/Store Manager

Aditya Birla Fashions & Retail Limited (Pantaloons Division)

Bardhaman, West Bengal.

Dear Sir,

We are deployed Temporary DUKE Promoter at your Store at Pantaloons (ABFRL)- GT Road, Burdwan (WB) (P254) for Apparel's Section.

Detail of Brand Staff is as mentioned as follow:

Name of Promoter:	Mr. Arnab Chakraborty S/o Sh. Biplab Chakraborty
Age of Promoter:	19 Yrs
Date of Joining:	05.05.2022
Gross Salary:	11600.00 /Mt

We are responsible for all their statuary dues and Compliances.

Company Registered: -

ESI No: - 26000256230000106/ **2614472358**
EPF No: - PB/LDH/16435/**NA**
UAN No: - **NA**

Yours Sincerely

DUKE FASHIONS (INDIA) LIMITED

Officer- Corp HR

ATTESTED
NOTARY
MAHENDRA PAL SINGH

DUKE FASHIONS (INDIA) LIMITED
GSTIN No. : 03AABCD6124A1ZJ
CIN : U18101PB1990PLC010588
GT ROAD (West) LUDHIANA. - 141008 Tel: 0161-5234300-4010
email : mail@dukeindia.com web. : www.dukeindia.com

Date :- 29-OCT-2022

TO WHOM IT MAY CONCERN

It is to be certified that Mr.ANAND CHAKRABORTY S/O BIPLAB CHAKRABORTY is working with us as SALES MAN. His salary statement for the month of SEP-2022 is as under:-

Basic	:	9608.00
HRA	:	1991.00
All Amount	:	540.00
Less ESI	:	75.00
Less Epf	:	1033.00
Less LW	:	5.00
Net Paid	:	9026.00

For Duke Fashion(India) Ltd.

Manager(H.R)

29/10/22

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PRINCIPAL
MAHESHADAL RAJ COLLEGE

CN072223560

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1	Name and Registered Address of Establishment	Aditya Birla Fashion and Retail Ltd Pantaloons (E09012700041)
	with Telephone no. & E-mail address	AZFTC (Pantaloons) Ground, Unit No. 401, 403, DIT, TCC, L.T.S. Road, Parla, Mumbai/Mumbai Suburban, Maharashtra 022-26023441 apprentice.pantaloons@abfrl.adityabirla.com
2	(a) Name of Apprentice (Block Letters) (b) Father's/Husband's Name	JUGAL MANDAL (W01125571) Sukumar Mandal
3	Address of apprentice	Vill+P.O- Tusuri,P.S- Mahisada, Mahisada, Medinapur East, West Bengal
4	Gender	Male
5	Date of Birth	16-12-2000
6	(a) Whether belongs to SC/ST/OBC/PwD/ Minority (b) Name of the Category	No General
	Educational Qualification (Highest)	12th - Humanity
9	(a) Category of Apprenticeship (b) Name of the trade for which Apprentice is training	Optional Retail Trainee Associate Version 3.0
9	(a) Whether Basic Training is to be provided as part of Apprenticeship (b) If Basic Training is exempt - reason for exemption (c) Name of the Centre (d) Duration of Training/Course (e) Name of the Institute (f) Name of the Sector Skill Council (if applicable)	Yes N/A N/A N/A N/A
10	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	1087 Hours 7 Hours From 11-07-2022 to 11-07-2022 1080 Hours From 11-07-2022 to 07-01-2023 Temporary
11	Apprenticeship Training Location (a) Name and address of facility where Basic Training is to be provided	PT-Haldia City Centre Aditya Birla Fashion and Retail Limited PANTALOONS _ EASTCOAST
	(b) Name and address of the facility where On-the-Job Training is to be provided	Aditya Birla Fashion and Retail Ltd Pantaloons PT-Haldia City Centre Medinapur East West Bengal
12	(a) Date of commencement of contract (b) Age of Apprentice on the date of execution of contract	11-07-2022 18 years, 6 months and 25 days
13	Is the establishment opting for benefits under NAPS? *If yes, Annexure 2 to this contract will also be applicable	Yes
14	Monthly stipend amount	

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(a) During 1st year of training : 6000
(b) During 2nd year of training : NA
(c) During 3rd and 4th year of training : NA

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, the revised rates will apply as the minimum payable to Apprentice

15. (a) Name and Address of Guardian in case Apprentice is under 18 years of age (Minor) : N/A

(b) Relationship with the Apprentice : N/A

16. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

(b) Name of TPA (if applicable) : SOOMB Consulting Private Limited

17. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
18. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
19. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
20. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
21. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS) if applicable.

Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian

ATTESTED
Principal
MAHESHWARI Mahila Degree College

FOR OFFICE USE ONLY

Contract Registration No. CN/[illegible]
(To be given by the Office of the Apprenticeship Advisor)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

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MAHESHWARI IMT COLLEGE

Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.

Both the Establishment and Apprentices have read and are bound by the provisions of the directions to have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprenticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Adviser.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and conditions of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby undertakes to reimburse the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

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MAHESHWARI RAI COLLEGE

Annexure:-2 | Covenants and conditions specific to NAPS scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NVQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and ITI/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at http://www.apprenticeshipindia.gov.in/ and maybe updated from time to time.

ATTESTED
PRINCIPAL
MARWADI KALI COLLEGE

TRENT

[illegible] February 2001

Ms. Supriya Jena
[illegible]
Commissioner, Public Healthcare
[illegible]
[illegible]

Dear Ms. Supriya Jena

Sub: Appointment as "Sales Associate" at Public Healthcare Bangalore City Centre [illegible] (Trent Ltd.)

With reference to your Resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as "Sales Associate" for our Retail Store located at Bangalore City Centre [illegible] Healthcare City Centre Mall, Hosur [illegible] Bangalore [illegible], on the following terms and conditions:

1. Salary & Allowances: You will be paid emoluments as per the enclosed statement as Annexure-I consisting totalling of [illegible] per month subject to pro.

2. Statutory deductions, as applicable, would be effected from the gross of [illegible] in accordance with the rules. Further, the said emoluments would be subject to deduction of tax at source as per the rules of the income tax in force from time to time.

   In addition, you will be eligible for Provident Fund, Gratuity, Leave, Pay increment, etc., as applicable under the relevant statutory provisions and the rules of the company in force from time to time.

3. You have joined our company on 26 February 2001 and we have fixed the [illegible] date as [illegible] for calculating our Company as the consolidated [illegible] for all income payments pertaining to your employment association with us.

4. You will be on probation for the initial period of six months from the date of your joining the service of the Company, which is hereby to be extended for a further period of three months in case your work performance, attendance, conduct, etc., is found to be below the expected standard of the Company of which the Management will be the sole judge. During the period of probation, the Company will be entitled to terminate the Employee's services without assigning any reason by giving the Employee One day notice or One day salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give the Company 30 days notice in writing or 30 days salary in lieu of notice after confirmation.

5. As per your declaration and the record submitted in support thereof, we have assessed your Date of Birth as 15 November 2001 and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

6. You will retire from the services of our Company on attaining the age of 55 years.

[illegible]

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MAHESHWARI JAIN COLLEGE

Reliance SMSL Limited

8. Your engagement as an Apprentice is for a period of 12 (Twelve) months. Hence it will automatically come to an end upon completion of 12 (Twelve) months from the date of your joining.

9. The Apprenticeship does not promise regular employment or create any right thereof.

10. Please carry the documents as mentioned in Annexure A on your day of joining.

11. Please sign duplicate copy of this letter in acceptance of this offer.

We welcome you onboard.

Yours sincerely,
For **Reliance SMSL Limited,**

Authorized Signatory

This offer is received. The terms and conditions are explained to me and I accept the same.

Name of the Candidate : Nobo Kumar Mondal
Date : 26.06.2022

ANNEXURE A

(i) Two numbers of stamp passport size photographs (White background).
(ii) Fitness certificate (from MBBS doctor).
(iii) Original and one photocopy of this letter.
(iv) Copy of PAN Card and Aadhaar Card.
(v) Cancelled Cheque leaf (CTS 2010 Compliant with IFSC &MICR Codes).

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

LANDMARK GROUP

max LANDMARK GROUP

PRIVATE & CONFIDENTIAL

May 31, 2022

Ms. SHUCHISMITA MAITY
Raj Sammilonee - Durgapur-Max

Dear SHUCHISMITA MAITY

We have pleasure to appoint you in our Company, as per below:

Role	: SENIOR CRE
Designation	: Senior Assistant
Grade	: A4

1. Date of Appointment

Your appointment is effective from 31 May 2022. This is to inform you that this letter will be null and void in case you do not report on the above date.

2. Place of Posting & Nature of work

Your posting shall be at Raj Sammilonee - Durgapur-Max. However, during the employment with the Company, you may be posted / transferred to any of the offices / projects / divisions of the Company or group companies existing or to be set up at any other location in India. Your assignment or work can be changed or altered whenever necessary at the discretion of the Management to suit any new developments or requirements of the company on the same terms and conditions, without any additional benefits.

3. Compensation & Benefits Program

You shall be paid an annual Gross Potential Earning of INR. 165000/- (One Lakh Sixty Five Thousand). Other perquisites benefits applicable to your grade shall be payable as per company policy in force. Compensation & Benefit Program applicable to you is provided in Annexure I. Your compensation is confidential and if need arises, you may discuss it only with your Reporting Manager or Human Resource Manager.

4. Probation / Confirmation

You will be on probation for a period of 6 months, which may be extended or reduced at the sole discretion of the Management. Unless your period of probation is extended in writing, your employment will be deemed as confirmed.

5. Insurance

You shall be covered under Mediclaim Insurance Policy for Hospitalization as per eligibility and Company rules as applicable from time to time.

ATTESTED

max

Lifestyle International Pvt. Ltd.
Max Retail Division,
P.S. Srijan Corporate Park, Tower 4,
Fifth Floor, Block - GP, Salt Lake City,
Sector - V, Kolkata-700091, West Bengal
Phone: +91-33-4015 3600

www.maxfashionindia.com
(CIN: U51109KA2007PTC043175)

2C[illegible]MS
FOUNDATION
Empowering India

CONTRACT LETTER WITH NEEM TRAINEE

Date: 01-07-2022

NEEM Trainee no: 1-2005275551

Dear Rupanjan Bera,

We are pleased to engage you as NEEM Trainee subject to the following terms and conditions:

1. The period of training shall be of 1 year with start date 01-July-2022 and end date 30-Jun-2023.
2. During the training period, your stipend would be INR 8000/- per month.
3. It shall not be obligatory on the part of the 2COMSFoundation to offer any employment to the apprentices on successful completion of period of training in his/her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment, you shall be a trainee and not a worker and as such, the provisions of any law with respect to a labourer/a worker shall not apply to or in relation to you.
4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct, discipline and safety and carry out all lawful orders of the establishment.
5. As NEEM Trainee you shall learn your subject fast conscientiously and diligently and attend to practical and instructional classes regularly.
6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by 2COMSFoundation.
7. When the contract of Training is terminated for failure on your part to carry out the terms of contract you shall refund to the 2COMS Foundation as cost of training such amount as may be determined by the 2COMSFoundation. In such event, you shall not be entitled to enter into another contract of training under the National Employ ability Enhancement Mission(NEEM).
8. The contract of Training can be terminated without compensation payment to the NEEMTrainee–
   - If you secure partial employment on production of copy of the appointment letter and
   - If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/Surgeon attached to any Government Hospital)
9. For breach of contract by 2COMS Foundation, 2COMS Foundation shall pay compensation to you in accordance with the Minimum Wages specified for that Category.
10. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.
11. 2COMS Foundation will formulate a 'Training Programme' for the training of NEEM Trainee and shall make suitable arrangements for facilitating the same.
12. NEEM Trainee shall be imparted training according to normal hours of work of the department in the establishment to which he/she is attached for training.
13. The Clause/Paragraphs/Annexure that will be agreed between the 2COMS Foundation and the NEEM Trainee.
14. Any disagreement or dispute between NEEM Facilitator and the NEEM Trainee arising out of the Contract shall be referred to the Governing Body of 2COMSFoundation.

ENDORSEMENT

I hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing in this contract does not constitute employment by 2COMS Foundation or any guarantee of employment.

For 2COMS Foundation

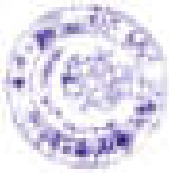
Signature

Authorized Signatory
Date: 01-07-2022

Accepted and Agreed

ATTESTED
PRINCIPAL
[illegible] COLLEGE

8 Maulana Mujibur Rahman Sarani, Kolkata - 700017



(5)

24 February 2023

Mr. Mrinal Kanti Das
Haldia
Purba Medinipur
West Bengal
Purba Medinipur
West Bengal 721443

Dear Mr. Mrinal Kanti Das

Sub: Appointment as "**Sales Associate**" at Sales Haldia Antique City Centre Mall (ESIP) for Haldia

With reference to your Resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as "**Sales Associate**" for our Retail Store located at Antique City Centre Haldia near Haldia Municipal City Centre Mall, Haldia Development Authority Haldia West Bengal 721602 on the following terms and conditions:

1. Salary & Allowances: You will be paid emoluments as per the enclosed statement as annexure containing breakup of CTC of Rs 12,1736/- per month offered to you.

2. Statutory deductions, as applicable, would be effected from the amount published in annexure on a monthly basis. Further, the said remuneration would be subject to deduction of tax at source as per the rules of the income tax in force from time to time.

   In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the company in force from time to time.

3. You have joined our services on **24 February 2023** and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

4. You will be on probation for the initial period of six months from the date of your joining the service of the Company, which is liable to be extended for a further period of three months in case your work performance, attendance, conduct, etc., is found to be below the expected standard of the Company, of which the Management will be the sole judge. During the period of probation, the Company will be entitled to terminate the Employee's services without assigning any reason by giving the Employee One day notice or One day salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give the Company 07 days notice in writing or 07 days salary in lieu of notice after confirmation.

5. As per your declaration and the record submitted in support thereof, we have recorded your Date of Birth as **26 November 2001** and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

6. You will retire from the services of our Company on attaining the age of 58 years.

REGISTERED OFFICE: [illegible]
CORPORATE OFFICE: [illegible]
WEBSITE: [illegible] TEL: [illegible]
Email: [illegible]

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PRINCIPAL
MAHISADAL RAJ COLLEGE

CN062371668

Model Contract of Apprenticeship Training for Minor/Minors' Apprentices

1. Name and Registered Address of Establishment: [illegible]

   with Telephone no. & E-mail address: [illegible]

2. (a) Name of Apprentice (Block Letters)
   (b) Father's/Mother's/Guardian's Name: RAKESH JO BELET LAKRA (??) (??)
   Suresh Purkait

3. Address of Apprentice: [illegible]

4. Gender: Male

5. Date of Birth: [illegible]

6. (a) Whether belongs to SC/ST/OBC (Part), Minority: No
   (b) Name of the Category: General

7. Educational Qualification (Highest): [illegible]

8. (a) Category of Apprenticeship: Optional
   (b) Name of the trade for which Apprentice is training: Retail Trainee Associate Terrorist, 1.0

9. Apprenticeship Training Duration (Dates): [illegible] Days
   (a) Duration of Basic Training: 2 Months
   (b) Period of On-the-job Training: [illegible]

10. Apprenticeship Training Location:
    (a) Name and address of facility where Basic Training is to be provided: PI STAR MALL
    [illegible]
    (b) Name and address of the factory where On-the-Job Training is to be provided: [illegible]
    PI STAR MALL
    [illegible]

11. (a) Date of execution of contract: [illegible]
    (b) Age of Apprentice on the date of execution of contract: [illegible]

12. Is the establishment opting for benefits under Apprentices Act, Amendment & other matters and also be applicable: [illegible]

13. Provide stipend details:
    (a) During 1st year of training: [illegible]
    (b) During 2nd year of training: [illegible]
    (c) During 3rd and 4th year of training: [illegible]

The Establishment agrees and undertakes that the minimum monthly stipend payable to prescribed in the Rule [illegible] of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount shall not be higher than these minimum rates.

If the minimum rates are modified through notification either through amendment of rules, or through notification of minimum wages, during the course of apprenticeship. The revised rate will apply to the stipend payable to Apprentice.

14. (a) Name and Address of Guardian to meet Apprentice in case under 18 years of age (Minor): [illegible]

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

(b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

(b) Name of TPA (if applicable) : EDUMS Connecting Private Limited

16. We, the Establishment, Apprentice/Guardian, solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.

17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time.

18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.

19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).

20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS) if applicable.

Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian

ATTESTED

PRINCIPAL
MANDIDIAGAL COLLEGE

PSN

PSN Supply Chain Solutions Pvt. Ltd.

FIXED-TERM EMPLOYMENT CONTRACT

Name: Neha Bhandari

Date-26-09-2023

Father Name: Paresh Bhandari

Address: Benipur Baliuna Matulia Purulia

Letter Date:26-09-2023

Employee Id:113468879

Offer ID:

Employee Code: nebhband

In pursuance of your application for employment in our organization, we have decided to appoint you as an Associate.

The conditions of your appointment will be as follows:

1. Be it clearly understood that the assignment/work offered to you has arisen due to a temporary increase in work which is part and parcel of our contracts with our clients.

2. You would be liable to work at any of our client's locations as per the requirement. However, your services are liable to be transferred without any additional benefit or facilities, to another branch, post, or place or to any office, associates or sister concern, or subsidiary of any of the present or future clients of PSN Supply Chain Solutions Pvt. Ltd., at any place in India, whether in existence or which may come up in the future at any time at the sole discretion of the **PSN Supply Chain Solutions Pvt Ltd**.

3. Your period of Employment contract is from **26-09-2023** and ends on **23-10-2023**. Your salary details are provided in Annexure "A" of this document whereas Annexure "B" contains the "Service Provider Personnel Nondisclosure Agreement". You are requested to carefully go through and familiarize yourself with all the details provided in these documents, before accepting the employment.

4. Your fixed-term contractual engagement will automatically end after the aforementioned period is completed. The renewal /extension if any shall be subject to mutual consent in writing and acceptance of applicable terms & conditions as may be deemed fit and proper by both the parties to this contract.

5. Both parties have the right to terminate the contract by giving the other party prior notice of 15 days or an amount equal to wages for the said notice period. If the employee terminates the contract without serving the 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 the full and final settlement. In case of continued absenteeism for three or more days at a stretch or absenteeism for 5 or more days on 3 different Occasions without intimation, it will be construed that you have terminated the Contract and in such a situation, the management will not be liable to serve you the notice or make payment in lieu thereof. On the contrary, in such a scenario, the management will have a right to deduct

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12. Miscellaneous:

This Agreement will not create a joint venture, partnership, or other formal business relationship or entity of any kind, or an obligation to form any such relationship or entity. Each Party will act as an independent service Provider and not as an agent of the other Party for any purpose, and neither will have the authority to bind the other.

This Agreement constitutes the entire agreement between the Parties relating to the matters discussed herein and may be amended or modified only with the mutual written consent of the Parties. Each Party's obligations hereunder are in addition to, and not exclusive of, any and all of his, her, or its other obligations and duties to the other Party, whether express, implied, in fact, or in law. Subject to the limitations set forth in this Agreement, this Agreement will inure to the benefit of and be binding upon the Parties and their respective successors and assigns.

Any failure by the client or any of its Affiliates to enforce Service Provider Personnel's strict performance of any provision of this Agreement will not constitute a waiver of the client or its Affiliate's right to subsequently enforce such provision or any other provision of this Agreement.

If a provision of this Agreement is held invalid under any applicable law or by a court of competent jurisdiction, such invalidity will not affect any other provisions of this Agreement that can be given effect without the invalid provision. Further, all terms and conditions of this Agreement will be deemed enforceable to the fullest extent permissible under applicable law, and, when necessary, the court is requested to reform any and all terms or conditions to give them such effect.

This Agreement is governed by the laws of India, excluding its conflicts of law rules. In the event of any dispute or difference arising between the Parties hereto in regard to any matter relating to or connected with this Agreement, the same shall be referred to arbitration in accordance with the (Indian) Arbitration and Conciliation Act, 1996, and any amendments thereof. The decision of the arbitrator shall be final and binding on the Parties. The venue of arbitration shall be Bangalore. This Section shall survive the termination or expiry of this Agreement.

Notices:

All notices hereunder will be given in writing, will refer to this Agreement, and will be personally delivered or sent by overnight courier, receipted facsimile transmission, or registered or certified mail (return receipt requested) to the address set forth below the Parties' signatures at the end this Agreement. Any Party may f from time to time change such address by giving the other Party notice of such change in accordance with this Section 11.6. Service Provider Personnel has executed this Agreement as of the date set forth below.

The provisions contained in Sections 5, 6, 7, 8, 9, 10, and 11 shall survive the termination or expiry of this Agreement.

Accepted **Full Name: - Neha Bhandari**

Signature Neha Bhandari **Mobile Number: -7219580748**

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7. *Return / Destroy or Discontinue Use of Confidential Information:*

Service Provider Personnel will return, deliver, remove, or destroy all tangible materials embodying Confidential Information (in any form and including, without limitation, all summaries, copies, and excerpts of Confidential Information) promptly following the client's written request regardless of how the Confidential Information is embodied at the date of request. The Client may at any time, at its sole discretion, require the Service Provider Personnel to discontinue the usage of any or all Confidential Informationand at the Client's option, Service Provider Personnel will provide written certification of his/her compliance with this Section.

8. *Injunctive Relief:*

Service Provider Personnel acknowledges that disclosure or use of Confidential Information in violation of this Agreement could cause irreparable harm to the client or any of its Affiliates for which monetary damages may be difficult to ascertain or an inadequate remedy. Service Provider Personnel, therefore, agrees that the client and/or its Affiliate will have the right, in addition to its other rights and remedies, to seek injunctive relief as a remedy or to prevent or curtail any actual or threatened breach by the Service Provider Personnel of its obligations hereunder or for any violation of this Agreement.

9. *Scope Termination:*

This Agreement is intended to cover Confidential Information received by Service Provider Personnel prior to and subsequent to the date. This Agreement shall be effective once signed by Service Provider and will automatically terminate upon the completion or termination of the Parties' business relationship; provided, however, that Service Provider Personnel's obligations with respect to Confidential Information will survive and continue indefinitely even following such completion or termination. The provisions contained in this Section shall survive the termination or expiry of this Agreement.

10. *Indemnity:*

The Service Provider Personnel acknowledges that a breach of this Agreement by theService Provider Personnel could result in significant liability, claim, damage, loss, penalty, cost, or expense (including, without limitation, reasonable attorney's fees and costs of appeal) (hereinafter together referred to as "Losses") to the client. The Service Provider Personnel agrees to indemnify and hold the client harmless and indemnified from and against any Losses, arising on account of the breach by the Service Provider Personnel of any of the obligations undertaken by the Service Provider Personnel under this Agreement.

11. *Outside Employment:*

You agree that during the period of your employment, you will not, without the prior written approval of **PSN Supply Chain Solutions Pvt Ltd**, directly or indirectly engage in anyoutside employment activity relating to any line of business in which the client is engaged, orwhich would otherwise conflict with or adversely affect in any way the performance ofyour employment obligations to our client.

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MAHESHWARI JR. COLLEGE

3. ***Use of Confidential Information:***

Service Provider Personnel may use Confidential Information solely in connection with and only in pursuance of his/her business relationship with the client. Except as expressly provided in this Agreement, Service Provider Personnel will not disclose Confidential Information to any person or entity for any purpose whatsoever without the client's prior written consent. Service Provider Personnel will take all reasonable measures to avoid disclosure, dissemination, or unauthorized use of Confidential Information, including, at a minimum, the same degree of care, secrecy, and security measures he/she takes to protect his/her own confidential information of a similar nature.Service Provider Personnel will segregate Confidential Information from the confidential materials of third parties to prevent commingling.

4. ***Disclosures to Governmental Entities.***

Service Provider Personnel may disclose Confidential Information as required to comply with binding orders of governmental entities that have jurisdiction over it, provided that Service Provider Personnel (i) gives the client prior written notice sufficient to allow the client or any of its Affiliate to seek a protective order or another appropriate remedy, (ii) discloses only such information as is required by the governmental entity, and (iii) uses commercially reasonable efforts and lawful means to obtain confidential treatment for any Confidential Information as disclosed and minimize the extent of such disclosure.

5. ***Ownership of Confidential Information:***

All Confidential Information and patents, copyrights, trade secrets, trademarks or service marks or logos (whether registered or not, with or without goodwill) and other intellectual property rights, titles, or interests therein (collectively referred to as "Intellectual Property Rights") will remain the exclusive property of the client or its Affiliate, as may be applicable. Disclosure of Confidential Information under this Agreement by the client or its Affiliate will not constitute an express or implied grant to Service Provider Personnel of any rights to or under the client's or its Affiliate's Intellectual Property Rights.

6. ***Notice of Unauthorized Use:***

Service Provider Personnel will notify the client immediately upon discovery of any suspected unauthorized use, copying, or disclosure of Confidential Information or any other breach of this Agreement. Service Provider Personnel will cooperate with the client or its Affiliates in every reasonable way to help the client or its Affiliate regain possession of such Confidential Information and prevent its further unauthorized use or disclosure.

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Annexure B

Service Provider Personnel Nondisclosure Agreement

This Nondisclosure Agreement (this "Agreement"), effective as of 15.07.2022, entered into by, ("Service Provider Personnel"), an employee of **PSN Supply Chain Solutions Pvt Ltd** , ("Service Provider"), for the benefit of clients of **PSN Supply Chain Solutions Pvt Ltd**, (and the Clients and the Service Provider Personnel are referred to individually as a "Party" and collectively as the "Parties").

The Parties recognise that in connection with Service Provider Personnel's assignment by Service Provider to provide products or services to its clients, certain information includingConfidential Information (as defined hereinafter) would be passed on/ disclosed to theService Provider Personnel by the clients with respect to its operations and businesses. The Service Provider Personnel are now agreeing to the terms and conditions on which the Service Provider Personnel shall be provided the Confidential Information. In consideration of the clients agreeing to disclose Confidential Information to the Service Provider Personnel, the Service Provider Personnel agrees and undertakes to abide by the termsof this Agreement as set out below:

1. ***Conditional Information:***

As used in this Agreement, "Confidential Information" means all nonpublic information disclosed by or relating to Client/s and any entity in which Client/s or its group companieshave directly or indirectly, certain economic interest (an "Affiliate") that is designated asconfidential or that, given the nature of the information or the circumstances surroundingits disclosure, reasonably should be considered as confidential. Confidential Information includes, without limitation: (i) all nonpublic information relating to the clients or any of itsAffiliate's technology, customers, business plans, promotional and marketing activities, finances, and other business affairs, and (ii) all third-party information that the client or any of its Affiliate is obligated to keep confidential. Confidential Information may be contained in tangible materials, such as drawings, data, specifications, reports, compilations, summaries, abstracts, modifications, translations, enhancements, adaptations, and computer programs, or maybe in the nature of unwritten knowledge.

2. ***Exclusions:***

Confidential Information does not include any information that (i) is or becomes publicly available without breach of this Agreement, (ii) can be shown by documentation to have been known to Service Provider Personnel at the time of his/her receipt of such information from the client, (iii) is received from a third party having the legal right to disclose Confidential Information and who did not acquire or disclose such information by a wrongful or tortious act, or (iv) can be shown by documentation to have been independently developed by Service Provider Personnel outside the scope of the relationship with the client, without reference to any Confidential Information.

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23. You agree to co-operate with any security measures such as random frisking and searches of personal belongings.

24. In addition to the above, you are also governed by the standard employment rules/ standing orders and safety/security rules of the **PSN Supply Chain Solutions Pvt Ltd**, and you are required to read them in conjunction.

25. You agree to defend, indemnify and hold **PSN Supply Chain Solutions Pvt Ltd** harmless from any and all claims, damages, liability, attorneys' fees and expenses on account of your failure to satisfy any of your obligations under this Letter or for misconduct, violation of any law or creation of any legal liability by you or any information pertaining to the background of unlawful act on your part which has been suppressed by you while obtaining this job.

26. In addition to the terms contained herein, your relationship with **PSN Supply Chain Solutions Pvt Ltd**, may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by **PSN Supply Chain Solutions Pvt Ltd**. You shall at no point of time make any claim or right to claim employment, damage, loss or compensation of any nature what so-ever against any of our clients.

27. We take this opportunity to wish you the very best in your tenure with **PSN Supply Chain Solutions Pvt Ltd**.

28. If the above terms & conditions are acceptable to you, please sign the duplicate copy of this contract in token of your acceptance.

I have read this letter in full & understand it fully. By signing this letter of the contract, I accept allaforementioned terms & conditions of the contract of employment offered by **PSN Supply Chain Solutions Pvt Ltd**.

For **PSN Supply Chain Solutions Pvt Ltd**

Signature:

Authorised Signatory

Name:

Annexure-A

Gross Salary		Statutory benefits	
Basic + DA	11436	**PF Employer**	1407
HRA	572	**ESIC Employer**	990
Other if any			
Total Gross Salary (A)	12000	**Total Statutory Contribution (B)**	1977
PF	1372		
ESIC	90		
PT	110		
Total Deduction (C)	1572		
Net Salary (1 = (A-C))	10436	Cost to Company (A + B)	13977

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MARGDARSHAK LAW CHAMBER

Unit No.7, "**Diamoda Gold**" Tarvi Complex, S.V.Road, Dahisar (East), **Mumbai** (India) - 400 068.
Tel: 7738666001/ 7738609530 Email [illegible] website [illegible]

16. In case of any indiscipline/disobedience/ misconduct/theft committed by you, or any other kind of activities that may lead to disruption of operations, or in case any complaint is received against you from any of our clients, **PSN Supply Chain Solutions Pvt Ltd.** will have a right to take strict action against you including termination of service without any notice period or pay in lieu thereof.

17. In case of default or negligence has been proved on your part resulting in loss cause of operation to **PSN Supply Chain Solutions Pvt Ltd**, or to our client, under the circumstances of **PSN Supply Chain Solutions Pvt Ltd.** is authorised to recover or deduct from your salaryan equivalent amount (or part of it) for any such instances occurred, as permissible under statutory provisions.

18. Execution of this Letter by you shall be a full and complete acceptance by you to perform the services. Upon acceptance, you shall:

- fully perform the services, in a professional manner, at the work site till your employment. You will follow the standard operating procedures (SOPs) and guidelines applicable to your work at the client location with the utmost professionalism and in an ethical manner while respecting the timelines and instructions of your supervisor at all times.

- not engage in any conduct detrimental to the interests of the **PSN Supply Chain Solutions Pvt Ltd** or our clients.

- not, either directly or indirectly, offer yourself for employment or gainfully engage with any client, customer or competitor or its agencies or its affiliates during the period of the present work assignment without the prior permission of **PSN Supply Chain Solutions Pvt Ltd**.

- Comply with the applicable Policies (such as safety, health, and environmental policy), Code of conduct, and Rules & Regulations of **PSN Supply Chain Solutions Pvt Ltd.** at all times during the course of your employment contract.

19. Your appointment and continuity in employment will always be subject to you being found medically fit and clearing the background verification check as required by the **PSN Supply Chain Solutions Pvt Ltd**.

20. Upon lapse or termination of the employment, your employment with **PSN Supply Chain Solutions Pvt Ltd** shall stand terminated forthwith.

21. Termination of this Letter shall not affect the obligations of the parties that have been incurred prior to termination and **PSN Supply Chain Solutions Pvt Ltd.** will promptly settle all your dues after making applicable deductions. Further, obligations relating to confidentiality and intellectual property shall continue after the termination/ expiry of this Letter.

22. You agree that you are responsible for any losses towards assets and packages handed over to you as a part of the assignment and will be liable to pay the loss amount either directly or through salary deductions.

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thereafter for the unserved notice period from the money due to you, if any, as part of the full and final settlement

6. You shall not at any point of time stake any claim or right to claim employment, damage, loss, or compensation of any sort whatsoever either against us or any of our clients.

7. You may be required to work in shifts and your shift timings may vary based on business requirements. However, you will be notified of the change in shift timings through the posting of schedules.

8. You may have to even work overtime as per business requirements. The Overtime amount will be paid as per statutory norms.

9. You will be expected to carry out the duties assigned to you in an efficient and competent manner. If you have any problems/queries to carry out duties, you will be expected to bring them to your supervisor

10. You would be eligible for leaves & paid holidays in accordance with applicable statutory provisions. However, your leaves shall be governed by the leave policy of **PSN Supply Chain Solutions Pvt Ltd.**

11. If any declaration given or furnished by you to the **PSN Supply Chain Solutions Pvt Ltd** proves to be false, or if you have willfully suppressed any material information, in such a case you will be liable for strict action including removal from service without notice

12. In day-to-day functioning or carrying out responsibilities, you will report and receive instructions from our Supervisor and shall be bound to follow the service conditions of **PSN Supply Chain Solutions Pvt Ltd**. A supervisor shall exercise control over your work, including initiating disciplinary proceedings against you.

13. You will be entitled to all other statutory benefits wherever applicable during the contract period which would be paid by **PSN Supply Chain Solutions Pvt Ltd** but not be entitled to any benefit/ privileges available to other regular associates of the establishment of **PSN Supply Chain Solutions Pvt Ltd** or of our clients **PSN Supply Chain Solutions Pvt Ltd**. The agency will be solely responsible for all statutory payments and you will have no right to claim the same from the Clients of **PSN Supply Chain Solutions Pvt Ltd.**

14. During the course of your contract with us, you may be transferred to any other location/project site of our client's entity to meet the urgent contract requirement. In such condition, all other terms of the contract will remain unchanged including compensation and benefits.

15. You will not, at any time without the written consent of the authorized person of **PSN Supply Chain Solutions Pvt Ltd**, disclose or divulge or make public except on legal obligations, any information about the **PSN Supply Chain Solutions Pvt Ltd**, and its clients business affairs or secrets which has become known in the course of discharging obligations under this contract or otherwise to any other person or institution.

ATTESTED

Reliance SMSL Limited

Ref No. HR/OCT/22/K1/60549686/1013375ti **Date: 19.10.2022**

SHIBSANKAR MANDAL
00,VILL-GOPALPUR PO-NARAYANPUR PS-NETURIA,VILL-GOPALPUR
PO-NARAYANPUR PS-NETURIA
West Bengal,India

Offer-cum-Appointment Letter

Dear SHIBSANKAR,

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 **Customer Service Associate** in the employment of the company subject to your joining on or before **19.10.2022**. 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 **Customer Service Associate** in Grade **K1** 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. 120652/- per annum** as below:

	Rs. per month
Basic	6500
HRA	4221
Conveyance Allowance	
Monthly Gross	10721
Annual Gross	120652

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 deputation or completion 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**

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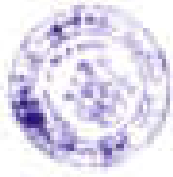

Reliance SMSL Limited

Annexure - I

TERMS & CONDITIONS OF EMPLOYMENT

1. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will come to end on the day you are found medically unfit by the Medical Officer.

2. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.

3. The address as indicated in your application for appointment shall deem to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.

4. All the above emoluments should be reduced to the extent of absence without leave or leave without pay. Only Basic Salary shall be reckoned for computing the contribution to the Provident Fund.

5. You are required to submit the following documents, if the same have not been submitted earlier

   a. Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials in original together with copies thereof.

   b. Copies of your passport photographs with grey background.

   c. Copy of Passport / Ration Card / Voter's ID / driving license or any other document as proof of your residence and photo identity.

6. You have hereby given no objection to the Company(Or its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhar number, other Government issued ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organization that Reliance Retail has appointed time being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / house on rent / vehicle on rent, etc.

7. You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and use one related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

8. You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

9. Your No Objection will be coterminous with the arrangement between the Company and any agency / organization engaged by the Company for Reference / Antecedent Verification of your current and past employments.

10. In order to ensure the uniformity and maintenance of a good ambiance before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present in all the times in a neat and tidy manner.

11. You are expected to keep your salary package strictly confidential and not to share [illegible]

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MAHESHWARI & CO. LLP

12. During your tenure with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the misuse of your credentials.

13. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the client or Company as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the client's establishment of your posting.

14. You shall be entitled to leave and other benefits as per the rules and regulations governing client's establishment where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly holiday may be staggered and determined as per the roaster.

15. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, accordingly at the client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered and you may be required to work in spells in the morning and evening. In case you being a female employee you shall be provided with due security escort up to your residence in case you work beyond 9 pm.

16. You will be required to work on any day of the year, including festival holidays, in the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

17. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary / affiliate of our client / associate. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

18. In normal course you shall retire from the services of the organization on attaining the age of 58 years.

    a. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

    b. Return to work within 8 days from the commencement of such absence and

    c. Give an explanation to the satisfaction of the Management regarding such absence.

19. You will initially be on probation for a period of Six months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving one month in writing by either side or payment of one months Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, your services are liable to be terminated at any time without assigning any reason as per the provisions of statute governing your appointment. In case you wish to resign you will give us the notice as per the provisions of the statute governing your appointment. You shall attend duties till you are relieved from service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

20. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, dishonesty and commission of an act involving moral turpitude, any act of indiscipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

21. You will be bound by the code of conduct, rules, regulations and office orders as from time to time and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions and terms of employment.

22. You may be laid-off on payment of 50% wages on account of shortage of work, materials, [illegible] and [illegible].

23. You shall extend all cooperation to the client's employees, customers, representatives, etc. and do all such things diligently, faithfully and to the best of your skill and ability as may be necessary to serve the client and perform all the duties entrusted to you from time to time. We expect you to work with the high standard of initiative, efficiency and economy.

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24. You are shall engage yourself exclusively in the work assigned by the client, where you are posted for the time being and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which any result in a conflict between your personal interest and the interest of the client / company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the client / company. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

25. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

26. You shall not at any time either during the contract of your employment or at any time thereafter divulge any information that came to you during the course of your employment without prior permission in writing.

27. As we are manpower service providers to others, in case of any eventuality of our business being closed or terminated, your job is also liable to be ended automatically.

28. You will not enter into any commitments or dealings on behalf of the client / Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the client / Company or exceed the authority or discretion vested in you without the previous sanction of the client / Company or those in authority over you.

29. You may be selected and sponsored by the Company / or Client for familiarization / training assignments with our technical collaborators or any other institutions / organizations in India and/or abroad. You will diligently and beneficially take part in the training and such assignments. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.

30. The EtaskGalaxy considers harassment and discrimination of any nature to be an unacceptable form of behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.

31. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company that may be in your use, custody, care or charge. For the loss of any property of the company or client in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction. You will hand over the charge of letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the Company.

32. All proprietary information / material of the client that is made known to you during the term of work assignment shall be received in confidence and you shall not disclose or, except in performing the services, use any such information / material. You agree that all information, correspondence, documents, material or items provided to you by the client or by us are provided to you in trust and on completion of project / assignment or termination of the service, you shall promptly return all such material to the client or company, as the case may be.

33. You shall be required to sign and abide by the Policy on Ethics & Code of Conduct with the Company and shall undertake to sign such declarations that the Policy may demand from time to time.

34. It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or taken up or decided by a court of competent jurisdiction in Mumbai.

35. In case of one / more clauses of this letter of employment becomes unenforceable, the same shall be treated as being severable from the remainder and shall not be void in its entirety.

ATTESTED

Reliance SMSL Limited

I have read and / or have been explained the contents of the above contract of employment in Bengali (language) and I hereby declare that I have fully understood the above terms and conditions and declare the same to be binding on me in its entirety and also give my consent to the clause no. 8 & 9 specifically.

Name : Shibsankar Mandal

Signature :

Date : 19/10/2012

ATTESTED
PRINCIPAL
MAHESHTALA COLLEGE

(13)

Reliance

Reliance JIO Limited - West Bengal
PAYSLIP FOR THE MONTH of November 2023

EMPLOYEE No.: 03601749 | NAME: Mr. Jhilmanikar Mandal | PAYSLIP NO.:)
PAYSLIP LOCATION: PEZZ.Kolkatta | UAN No.: 101881171333

PF A/c No.: TNSGKOL1767800000852683 | Pension A/c No.: TNSGKOL1767800000852683 | ESIC A/c No.: 3118691868

BANK NAME : PUNJAB NATIONAL BANK | BANK A/C NO.: 4713010210027

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Basic	8,500.00	858.71	Provident Fund	861.00	
HRA	8,221.00	844.65	Prof Tax - Full period	110.00	
			Ee ESI contribution	81.00	
			Recovery of round off amt	0.00	
			EPIL Recovery	65.62	5.86
	16,721.00	1,583.36		1,127.50	5.86
GROSS EARNINGS Rs.		18,304.36	TOTAL DEDUCTIONS Rs.		1,133.36

Current Month Total days: 30.00 | Prev.month(s) absence
Paid Days : 30.00 | Paid / Recovered(-): 0.00
Absence Days : 0.00

NET PAY Rs. 16,971.00

DEAR COLLEAGUE

Absence days for November 2023

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

PSN Supply Chain Solutions Pvt. Ltd.

FIXED TERM EMPLOYMENT CONTRACT

Name: Anima Ghosh

Father Name: Tapas Ghosh

Address: H NO 0 Benipur Saltore Netulta Purulia Durga Mandir Purulia West Bengal 723121

Letter Date : 26-Sep-2023
OfferID :

Employee Id:
Employee Code:

In pursuance of your application for employment in our organization, we have decided to appoint you as Warehouse Associate.

The conditions of your appointment will be as follows:

1. Be it clearly understood that the assignment / work offered to you has arisen due to temporary increase of work which is part and parcel of our contracts with our Clients.
2. You would be liable to work at any of our client's location as per the requirement. However, your services are liable to be transferred without any additional benefit or facilities, to another branch, post or place or to any office, associates or sister concern or subsidiary of any of the present or future clients of **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED,** at any place in India, whether in existence or which may come up in future at any time at the sole discretion of the **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED.**
3. Your period of Employment contract is from **26-Sep-2023 till 23-Oct-2023.** Your salary details are provided in Annexure "A" of this document whereas Annexure "B" contains "Service Provider Personnel Nondisclosure Agreement". You are requested to carefully go through and familiarize yourself with all the details provided in these documents, before accepting the employment.
4. Your fixed-term contractual engagement will automatically come to an end after the completion of the aforementioned period. The renewal/extension if any shall be subject to mutual consent in writing and acceptance of applicable terms & conditions as may be deemed fit and proper by both the parties to this contract.
5. Both the parties have the right to terminate the contract by giving the other party a prior notice of 7 days or an amount equal to wages for the said notice period. In the event of the employer 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. In case of continued absenteeism for three or more days at a stretch or absenteeism for 5 or more days on 3 different Occasions without intimation, it will be construed that you have terminated the Contract and in such a situation, the managment will not be liable to serve you the notice or make payment in lieu thereof. On the contrary, in such a scenario, the management will have a

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PRINCIPAL
MAHISHADAL RAJ COLLEGE

right to deduct the wages for the un-served notice period from the money due to you, if any, as part of full and final settlement.

6. You shall not at any point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever either against us or any of our clients.
7. You may be required to work in shifts and your shift timings may vary based on business requirements. However, you will be notified of the change in shift timings through posting of schedules.
8. You may have to even work overtime as per business requirements. Overtime amount will be paid as per statutory norms.
9. You will be expected to carry out the duties assigned to you in an efficient and competent manner. If you have any problems/queries to carry out duties, you will be expected to bring them to your Supervisor.
10. You would be eligible for leaves & paid holidays in accordance with applicable statutory provisions. However, your leaves shall be governed by leave policy of **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED**.
11. If any declaration given or furnished by you to the **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED** proves to be false or if you have willfully suppressed any material information, in such a case you will liable for strict action including to removal from service without notice.
12. In day to day functioning or carrying out responsibilities, you will report and receive instructions from our Supervisor and shall be bound to follow service conditions of **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED.** Such supervisor shall exercise control over your working including initiation of disciplinary proceedings against you.
13. You will be entitled to all other statutory benefits wherever applicable during the contract period which would be paid by **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED** but not be entitled to any benefit/ privileges available to other regular associates of the establishment of **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED** or of our clients **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED**. The agency will be solely responsible for the all statutory payments and you will have no right to claim the same from the Clients of **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED**.
14. During the course of your contract with us, you may be transferred to any other location/project site of our client's entity to meet the urgent contract requirement. In such condition, all other terms of contract will remain unchanged including compensation and benefits.
15. You will not, at any time without the written consent of the authorized person of **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED**, disclose or divulge or make public except on legal obligations, any information about the **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED** and its Clients business affairs or secrets which has become known in the course of discharging obligations under this contract or otherwise to any other person or institution.
16. In case of any indiscipline/disobedience/ misconduct/theft committed by you, or any other kind of activities that may lead to disruption of operations, or in case any complaint is received against you from any of our clients, **PSN**

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PRINCIPAL
MANSHADAL RAI COLLEGE

SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED will have a right to take a strict action against you including termination of service without any notice period or pay in lieu thereof.

17. In case of default or negligence has been proved on your part resulting in loss or cease of operation to PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED or to our client, under the circumstances of PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED is authorized to recover or deduct from your salary an equivalent amount (or part of it) for any such instances occurred, as permissible under statutory provisions.

18. Execution of this Letter by you shall be a full and complete acceptance by you to perform the services. Upon acceptance, you shall;

i. fully perform the services, in a professional manner, at work site till your employment. You will follow the standard operating procedures (SOPs) and guidelines applicable to your work at client location with utmost professionalism and in an ethical manner while respecting the timelines and instructions of your supervisor at all times;

ii. not engage in any conduct detrimental to the interests of the PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED or our clients;

iii. not, either directly or indirectly, offer yourself for employment or gainfully engage with any client, customer or competitor or its agencies or its affiliates during the period of the present work assignment without the prior permission of PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED;

iv. Comply with the applicable Policies (such as safety, health, environment policy), Code of conduct and Rules & Regulations of PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED at all times during the course of your employment contract.

19. Your appointment and continuity in employment will always be subject to you being found medically fit and clearing the background verification check as required by the **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED**.

20. Upon lapse or termination of the employment, your employment with **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED** shall stand terminated forthwith.

21. Termination of this Letter shall not affect the obligations of the parties that have been incurred prior to termination and **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED** will promptly settle all your dues after making applicable deductions. Further, obligations relating to confidentiality and intellectual property shall continue after termination/ expiry of this Letter.

22. You agree that you are responsible for any losses towards assets and packages handed over to you as a part of the assignment and will be liable to pay the loss amount either directly or through salary deductions.

23. You agree to co-operate with any security measures such as random frisking and searches of personal belongings.

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PRINCIPAL
MARISHAL TAI COLLEGE

PSN Supply Chain Solutions Pvt. Ltd.

24. In addition to the above, you are also governed by the standard employment rules/ standing orders and safety/security rules of the **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED** and you are required to read them in conjunction
25. You agree to defend, indemnify and hold **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED** harmless from any and all claims, damages, liability, attorneys' fees and expenses on account of your failure to satisfy any of your obligations under this Letter or for misconduct, violation of any law or creation of any legal liability by you or any information pertaining to the background of unlawful act on your part which has been suppressed by you while obtaining this job.
26. In addition to the terms contained herein, your relationship with **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED** may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED.** You shall at no point of time make any claim or right to claim employment, damage, loss or compensation of any nature what so ever against any of our clients.
27. We take this opportunity to wish you the very best in your tenure with **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED.**
28. If the above terms & conditions are acceptable to you, please sign the duplicate copy of this contract in token of your acceptance.

I have read this letter in full & understand it fully. By signing this letter of contract, I accept all aforementioned terms & conditions of the contract of employment offered by PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED

Signature

Name: Anina Ghosh

Date: 26.09.2023

For PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED

Authorized Signatory

ATTESTED
PRINCIPAL
MAHESH COLLEGE

PSN

PSN Supply Chain Solutions Pvt. Ltd.

Annexure - A

Gross Salary		Statutory benefits	
Basic + DA	Rs. 11436	PF Employer	Rs. 1487
HRA	Rs. 572	ESIC Employer	Rs. 390
Other if Any	Rs. 0	Others if any	Rs. 0
Total Gross Salary (A)	Rs. 12008	Total Statutory Contribution (B)	Rs. 1877
Total Deduction (C)	Rs. 1572		
Net Salary D = (A - C)	Rs. 10436	Cost to Company (A + B)	Rs. 13885

ATTESTED

Annexure B

Service Provider Personnel Nondisclosure Agreement

This Nondisclosure Agreement (this "**Agreement**"), effective as of 26-Sep-2023, entered into by, ("**Service Provider Personnel**"), an employee of PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED, ("Service Provider"), for the benefit of clients of **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED**, (and the Clients and the Service Provider Personnel are referred to individually as a "**Party**" and collectively as the "**Parties**").

The Parties recognize that in connection with Service Provider Personnel's assignment by Service Provider to provide products or services to its clients, certain information including Confidential Information (as defined hereinafter) would be passed on/ disclosed to the Service Provider Personnel by the clients with respect to its operations and businesses. The Service Provider Personnel are now agreeing to the terms and conditions on which the Service Provider Personnel shall be provided the Confidential Information. In consideration of the clients agreeing to disclose Confidential Information to the Service Provider Personnel, the Service Provider Personnel agrees and undertakes to abide by the terms of this Agreement as set out below:

1. Confidential Information.

As used in this Agreement, "**Confidential Information**" means all nonpublic information disclosed by or relating to Client's and any entity in which Client's or its group companies have directly or indirectly, certain economic interest (an " **Affiliate**") that is designated as confidential or that, given the nature of the information or the circumstances surrounding its disclosure, reasonably should be considered as confidential. Confidential Information includes, without limitation (i) all nonpublic information relating to the clients or any of it's Affiliate's technology, customers, business plans, promotional and marketing activities, finances and other business affairs, and (ii) all third-party information that the client or any of it's Affiliate is obligated to keep confidential. Confidential Information may be contained in tangible materials, such as drawings, data, specifications, reports, compilations, summaries, abstracts, modifications, translations, enhancements, adaptations and computer programs, or may be in the nature of unwritten knowledge.

2. Exclusions.

Confidential Information does not include any information that (i) is or becomes publicly available without breach of this Agreement, (ii) can be shown by documentation to have been known to Service Provider Personnel at the time of his/her receipt of such information from the client, (iii) is received from a third party having the legal right to disclose Confidential Information and who did not acquire or disclose such information by a wrongful or tortious act, or (iv) can be shown by documentation to have been independently developed by Service Provider Personnel outside the scope of the relationship with the client, without reference to any Confidential Information.

3. Use of Confidential Information.

Service Provider Personnel may use Confidential Information solely in connection with and only in pursuance of his/her business relationship with the client. Except as expressly provided in this Agreement, Service Provider Personnel will not disclose Confidential Information to any person or entity for any purpose whatsoever without the client's prior written consent. Service Provider Personnel will take all reasonable measures to avoid disclosure,

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PRINCIPAL
MANDHADAL [illegible] COLLEGE

9. Scope; Termination.

This Agreement is intended to cover Confidential Information received by Service Provider Personnel both prior and subsequent to the date hereof. This Agreement shall be effecuve once signed by Service Provider and will automatically terminate upon the completion or termination of the Parties' business relationship; provided, however, that Service Provider Personnel's obligations with respect to Confidential Information will survive and continue indefinitely even following such completion or termination. The provisions contained in this Section shall survive the termination or expiry of this Agreement.

10. Indemnity.

The Service Provider Personnel acknowledges that a breach of this Agreement by the Service Provider Personnel could result in significant liability, claim, damage, loss, penalty, cost or expense (including, without limitation, reasonable attorneys fees and costs of appeal) (hereinafter together referred to as "Losses") to the client. The Service Provider Personnel agrees to indemnify and hold the client harmless and indemnified from and against any Losses, arising on account of the breach by the Service Provider Personnel of any of the obligations undertaken by the Service Provider Personnel under this Agreement.

11. Outside Employment.

You agree that during the period of your employment, you will not, without the prior written approval of the **PSN SUPPLY CHAIN SOLUTIONS PRIVATE LIMITED**, directly or indirectly engage in any outside employment activity relating to any line of business in which client is engaged, or which would otherwise conflict with or adversely affect in any way the performance of your employment obligations to our client.

12. Miscellaneous.

This Agreement will not create a joint venture, partnership or other formal business relationship or entity of any kind, or an obligation to form any such relationship or entity. Each Party will act as an independent service Provider and not as an agent of the other Party for any purpose, and neither will have the authority to bind the other.

This Agreement constitutes the entire agreement between the Parties relating to the matters discussed herein and may be amended or modified only with the mutual written consent of the Parties. Each Party's obligations hereunder are in addition to, and not exclusive of, any and all of his, her or its other obligations and duties to the other Party, whether express, implied, in fact or in law. Subject to the limitations set forth in this Agreement, this Agreement will inure to the benefit of and be binding upon the Parties and their respective successors and assigns.

Any failure by the client or any of its Affiliates to enforce Service Provider Personnel's strict performance of any provision of this Agreement will not constitute a waiver of the client or its Affiliate's right to subsequently enforce such provision or any other provision of this Agreement.

If a provision of this Agreement is held invalid under any applicable law or by a court of competent jurisdiction, such invalidity will not affect any other provisions of this Agreement that can be given effect without the invalid provision. Further, all terms and conditions of this Agreement will be deemed enforceable to the fullest extent permissible under applicable law, and, when necessary, the court is requested to reform any

ATTESTED
Principal
MANDHARAM MALCONDA

DUKE FASHIONS (INDIA) LIMITED
GSTIN No. : 03AABCD8124A1ZJ
CIN : U18101PB1980PLC010560
GT ROAD (West) LUDHIANA - 141008 Tel: 0161-5224000-4010
email : mail@dukeindia.com web. : www.dukeindia.com

(12)

To

HR/Store Manager

Aditya Birla Fashions & Retail Limited (Pantaloons Division)

Bardhhaman, West Bengal.

Dear Sir,

We are deployed Temporary DUKE Promoter at your Store at Pantaloons (ABFRL)- GT Road, Burdwan (WB) (P254) for Apparel's Section.

Detail of Brand Staff is as mentioned as follow:

Name of Promoter: Mr. Arnab Chakraborty S/o Sh. Biplab Chokraborty

Age of Promoter: 19 Yrs

Date of Joining: 05.09.2022

Gross Salary: 11600.00 INR

We are responsible for all their statuary dues and Compliances.

Company Registered: -

ESI No: - 26000268230000010\0/ **2614472358**
EPF No: - PB/LDH/16435/**NA**
UAN No: - **NA**

Yours Sincerely

DUKE FASHIONS (INDIA) LIMITED

Officer- Corp HR

ATTESTED
PRINCIPAL
MAHESHWARI INT COLLEGE

DUKE FASHIONS (INDIA) LIMITED
GSTIN No. : 03AABCD6124A1ZJ
CIN : U18101PB1989PLC010596
GT ROAD (West) LUDHIANA. - 141008 Tel: 0161-5224000-4010
email : mail@dukeindia.com web. : www.dukeindia.com

Date :- 29-OCT-2022

TO WHOM IT MAY CONCERN

It is to be certified that Mr.ABHAB CHAKRABORTY S/O BIPLAB CHAKRABORTY is working with us as SALES MAN. His salary statement for the month of SEP-2022 is as under:-

Basic	:	8600.00
HRA	:	1291.00
Adj Amount	:	540.00
Less ESI	:	75.00
Less Epf	:	1033.00
Less LW	:	5.00
Net Paid	:	9326.00

For Duke Fashion(India) Ltd.

Manager(H.R)

29/10/22

ATTESTED
PRINCIPAL
MAHENDRA Govt. COLLEGE

CN072223560

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment	Aditya Birla Fashion and Retail Ltd Panskura (U18101GJ2007PLC051...)
(a) Telephone no. & E-mail address	ABFRL (Panskura Division), Unit No. 401, 403, 501, 502, L.B.S. Road, Ghatkopar, Mumbai-Mumbai Suburban, Maharashtra 020-24551481 apprentice.panskura@abfrl.adityabirla.com
2. (a) Name of Apprentice (Block Letters) (b) Father's/Mother's/Guardian's Name	JUGAL MANDAL (AYY125457T) Sadanan Mandal
3. Address of apprentice	Vill+P.O.- Kasai,P.S.- Mayneda, Mayneda, Medinipur East, West Bengal
4. Gender	Male
5. Date of Birth	16-12-2002
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority (b) Name of the Category	No General
7. Education Qualification (Highest)	12th - Humanity
8. (a) Category of Apprenticeship (b) Name of the trade for which Apprentice is training	Optional Retail Trainee Associate Version 2.0
9. (a) Whether Basic Training is to be provided as part of Apprenticeship (b) If Basic Training is exempt - reason for exemption (c) Name of the Course (d) Duration of Training/Course (e) Name of the Institute (f) Name of the Sector Skill Council (if applicable)	Yes NA NA NA NA
10. 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	1007 Hours 7 Hours From 11-07-2022 to 11-07-2022 1000 Hours From 12-07-2022 to 27-01-2023 Sequential
11. Apprenticeship Training Provider (a) Name and address of facility where Basic Training is to be provided	PT-Haldia-City Centre Aditya Birla Fashion and Retail Limited PWTALC0008 , EASTZONE
(b) Name and address of the facility where On-the-job Training is to be provided	Aditya Birla Fashion and Retail Ltd Panskura PT-Haldia-City Centre Medinipur East West Bengal
12. (a) Date of execution of contract (b) Age of Apprentice on the date of execution of contract	11-07-2022 19 years, 6 months and 25 days
13. Is the establishment opting for benefits under NAPS*? *If yes, Sections 2 to 2aa contract will also be applicable	Yes
14. Monthly stipend amount	

ATTESTED

MANDAL

(a) During 1st year of training	: 8500
(b) During 2nd year of training	: N/A
(c) During 3rd and 4th year of training	: N/A

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 12(1) of Apprenticeship Rules, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, the revised rates will apply as the minimum payable to Apprentice.

15. (a) Name and Address of Guardian in case Apprentice is under 18 years of age (Minor)	: N/A
(b) Relationship with the Apprentice	: N/A
16. (a) Whether Apprentice was identified through approved Third Party Aggregator	: Yes
(b) Name of TPA (if applicable)	: ZOOMS Consulting Private Limited

17. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
18. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time.
19. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
20. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure I).
21. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS) if applicable.

Signature of the Employer with seal

Signature of Apprentice

Sudarsan Mandal

Signature of Guardian

FOR OFFICE USE ONLY

Contract Registration No. : CN072222560
(To be given by the Office of the Apprenticeship Advisor)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

ATTESTED

PRINCIPAL
MAHESHADAL

Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.

Both the Establishment and Apprentices have read and are bound by the provisions of the Executive to have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprenticeship.

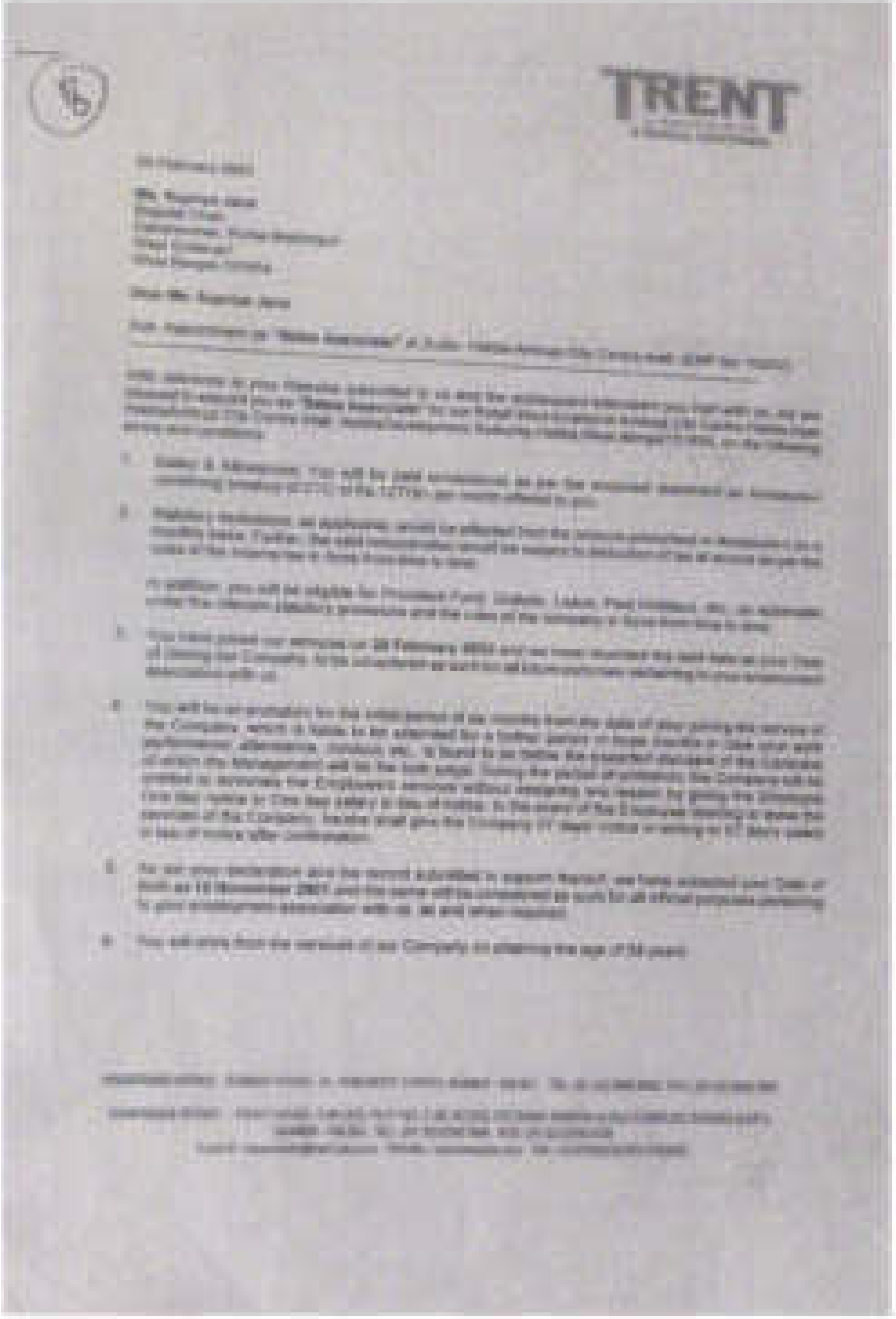
1. The stipend for a particular month shall be paid by the ninth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Adviser.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and conditions of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

Annexure -2 | Covenants and conditions specific to NAPS scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NCVT adjusted.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at https://www.apprenticeshipindia.gov.in/ and maybe updated from time to time.

ATTESTED

THE COMPANY SECRETARY



TRENT

ATTESTED

Reliance SMSL Limited

Ref No: HR/JUN/22/TA/60502628/1001254284
Date: 28.06.2022

Nobo Kumar Mondal

Dear Nobo Kumar Mondal,

This has reference to your application and the interview you had with us.

We are pleased to offer you the engagement as an **NAPS Trainee** in the trade of **Retail Assistant** in terms of provisions of the Apprenticeship Act, 1961 and rules thereunder.

As discussed, this offer will be subject to following terms and conditions:

1. You shall be paid a consolidated stipend of **112788.00/- p.a. (ONE LAKH TWELVE THOUSAND SEVEN HUNDRED EIGHTY EIGHT Rupees).** The payment of stipend is linked to actual attendance during the month and payable on proportionate basis, in case of absence.

2. You are required to execute a Contract of Apprenticeship Training as per the Apprenticeship Act, 1961.

3. Your engagement is as an Apprentice and you, not being an employee, will not be eligible and/or entitled to receive any other the benefit as may be applicable to other employees of the company.

4. You shall not, during your Apprentice training with the company, discuss, divulge or communicate to any person or persons any information of a confidential nature relating to the trade or business of the company.

5. The Company will further extend the benefit of Group Personal Accident Policy to you during your apprenticeship training with the company.

6. You shall not engage yourself in any act of misconduct / subversive of discipline or efficiency. Any contravention of the clause will amount to gross misconduct during the Apprentice training and your contract of apprenticeship may be revoked.

7. During our Apprentice training you shall, at all times, wear uniform provided by the formats. You shall adhere to all safety related instructions / SOPs. Your failure to adhere to the rules and regulations / SOPs at your work place may result in revocation of your Apprenticeship contract with immediate effect.

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Reliance SMSL Limited

8. Your engagement as an Apprentice is for a period of 12 (Twelve) months. Hence it will automatically come to an end upon completion of 12 (Twelve) months from the date of your joining.

9. The Apprenticeship does not promise regular employment or create any right thereof.

10. Please carry the documents as mentioned in Annexure A on your day of joining.

11. Please sign duplicate copy of this letter in acceptance of this offer.

We welcome you onboard.

Yours sincerely,
For **Reliance SMSL Limited.**

Authorized Signatory

This offer is received. The terms and conditions are explained to me and I accept the same.

Name of the Candidate : Nobo Kumar Mondal
Date : 28.06.2022

ANNEXURE A

(i) Two numbers of stamp passport size photographs (White background).
(ii) Fitness certificate (from MBBS doctor).
(iii) Original and one photocopy of this letter.
(iv) Copy of PAN Card and Aadhaar Card.
(v) Cancelled Cheque leaf (CTS 2010 Compliant with IFSC &MICR Codes).

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MAHISHADAL RAJ COLLEGE

Reliance

Reliance BSCL Limited - West Bengal
PAYSLIP FOR THE MONTH of October 2022

EMPLOYEE NO.: 60796249 PAYSLIP LOCATION: FNCL.Haldia	NAME: Mr. Subir Kumar Mondal UAN No.:	PAYSLIP NO.: 1
PF A/c No.: KD/96148	Pension A/c No.: 60796148	ESIC A/c No.: 60796146
BANK NAME : STATE BANK OF INDIA		BANK A/C NO.: 40142351448

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Stipend	9,399.00		Recovery of round off amt	0.25-	
Cash Handling Allowance	29.58				
Military Compensation	103.19				
	9,531.75			0.25-	
GROSS EARNINGS Rs.		9,531.75	TOTAL DEDUCTIONS Rs.		0.25-

Current Month Total days: 31.00 Paid Days : 31.00 Absence Days : 0.00	Prev.month(s) Absence Paid / Recovered(-): 0.00	NET PAY Rs. 9,532.00

DEAR COLLEAGUE

Absence days for October 2022

D1	D2	D3	D4	D5	D6	D7	D8	D9	D10	D11	D12	D13	D14	D15	D16	D17	D18	D19	D20	D21	D22	D23	D24	D25	D26	D27	D28	D29	D30	D31

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MAHISADAL RAJ COLLEGE

Reliance

Reliance INFO Limited - West Bengal
PAYSLIP FOR THE MONTH of September 2022

EMPLOYEE NO.: 60796144 PAYSLIP LOCATION: PRCL Haldia	NAME: Mr. Rubin Kumar Mondal UAN No.:	PAYSLIP NO.: 1
PF A/c No.: 60796144	Pension A/c No.: 60796144	ESIC A/c No.: 60796144
BANK NAME : STATE BANK OF INDIA		BANK A/C NO.: 43182351448

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Stipend	9,399.00		Recovery of round off amt	0.38	
Cash Handling Allowance	17.38				
	9,416.38			0.38	
GROSS EARNINGS Rs.		9,416.38	TOTAL DEDUCTIONS Rs.		0.38

Current Month Total days: 30.00 Paid Days : 30.00 Absence Days : 0.00	Prev.month(s) Absence Paid / Recovered(-): 0.00	NET PAY Rs. 9,416.00
		DEAR COLLEAGUE

Absence days for September 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

ATTESTED

Reliance

Reliance OMEL Limited - West Delpi
PAYSLIP FOR THE MONTH of August 2022

EMPLOYEE NO.: 60796148	NAME: Mr. Bubbu Kumar Mondal	PAYSLIP NO.: 1
PAYSLIP LOCATION: PRIL.Haldia	UAN No.:	
PF A/c No.: 60796148	Pension A/c No.: 60796148	ESIC A/c No.: 60796148
BANK NAME : STATE BANK OF INDIA		BANK A/C NO.: 40240351448

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Stipend	9,399.00		Recovery of round off amt	0.18-	
Cash Handling Allowance	27.82				
Holiday Compensation	303.19				
	9,729.82			0.18-	
GROSS EARNINGS Rs.		9,729.82	TOTAL DEDUCTIONS Rs.		0.18-

Current Month Total days: 31.00	Prev.month(s) absence	NET PAY Rs.	9,729.00
Paid Days : 31.00	Paid / Recovered(+/-): 0.00	DEAR COLLEAGUE	
Absence Days : 0.00			

Absence days for August 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

INSCOPE
PERVASIVE SERVICES PRIVATE LIMITED
GLIMMER OF HOPE

+91 7980115774
contact@fpspl.com
Style Bazar Building, 4TH Floor
Kakdwip, West Bengal, India
PIN - 743347
CIN : U74999WB2022PTC257845

Letter No: FPSPL/RO-PT/2023/01 Date: 11/01/2023

Dear **Joy Das**,
Vill+PO – Pukurberia,
PS – Kakdwip,
Dist – South 24 Parganas,
Pin – 743347, WB, India.

Congratulations! **Finscope Pervasive Services Pvt Ltd** is excited to call you our new **Internship**.

Position: Relationship Officer
Start date: 12/01/2023
Salary: Rs. 3000 per Month

We'll focus on wrapping up a few more formalities, including the successful completion of your **[background check, home visit, reference check, etc.]**, and aim to get you settled into your new role by **[12/01/2023]**.

Keep reading to learn more about this opportunity and—hopefully—answer any lingering questions you may have.

You will report to **[Subhendu Das, Relationship Specialist]** at **[Kakdwip]** from **[1 day per week]** as the **Internship**. You will be expected to plan, organize, and personally manage the sales operations of your organization's marketing/sales department as part of your everyday job to establish and maintain relationships with consumers.

You'll be a **part-time** employee of **Finscope Pervasive Services Pvt Ltd** and you will have access to some fantastic benefits, such as discounts on associated goods, etc.

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DIRECTOR
MAHESHTALA AU POLICE

INSCOPE
PERVASIVE SERVICES PRIVATE LIMITED
GLIMMER OF HOPE

+91 7980115774
contact@fpspl.com
Style Bazar Building, 4TH Floor
Kakdwip, West Bengal, India
PIN - 743347
CIN : U74999WB2022PTC257845

Throughout your **Internship**, you may be given access to confidential information belonging to **Finscope Pervasive Services Pvt Ltd**. Upon acceptance of this Pre-offer, you agree that you will keep all **Finscope Pervasive Services Pvt Ltd** information private and confidential.

Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and **Finscope Pervasive Services Pvt Ltd** can terminate employment for assigning any reason at any time. You will be governed under Company's service rules which will be communicated to you by your superior.

Finscope Pervasive Services Pvt Ltd looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best,

Admin
Finscope Pervasive Services Pvt Ltd

Candidate Signature: Joy Das

Candidate Printed Name: Joy Das

Date: 11.01.2023

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PERVASIVE SERVICES PRIVATE LIMITED
GLIMMER OF HOPE

+91 7980115774
contact@fpspl.com
Style Bazar Building, 4TH Floor
Kakdwip, West Bengal, India
PIN - 743347
CIN : U74999WB2022PTC257845

Letter No: FPSPL/RO/2023/02 Date: 16/01/2023

Dear **Rintu Das**
S/O Ratan Das,
South Pukurberia, Kakdwip
Ganeshpur, South 24 Parganas,
Pin – 743347, WB, India.

Congratulations! **Finscope Pervasive Services Pvt Ltd** is excited to call you our new **Internship**.

Position: Relationship Officer
Start date: 17/01/2023
Salary: Rs. 7000 per Month

We'll focus on wrapping up a few more formalities, including the successful completion of your **[background check, home visit, reference check, etc.]**, and aim to get you settled into your new role by **17/01/2023**.

Keep reading to learn more about this opportunity and—hopefully—answer any lingering questions you may have.

You will report to **[Subhendu Das, Relationship Specialist]** at **[Kakdwip]** from **[9 hours per day, 6 days per week]** as the **Internship**. You will be expected to plan, organize, and personally manage the sales operations of your organization's marketing/sales department as part of your everyday job to establish and maintain relationships with consumers.

You'll be a **regular** employee of **Finscope Pervasive Services Pvt Ltd** and also be able to participate in benefits such as medical benefits (Approval basis), paid

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Kakdwip, West Bengal, India
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time off, etc. You will have access to some fantastic benefits, such as discounts on associated goods, etc.

Throughout your **Internship**, you may be given access to confidential information belonging to **Finscope Pervasive Services Pvt Ltd**. Upon acceptance of this Pre-offer, you agree that you will keep all **Finscope Pervasive Services Pvt Ltd** information private and confidential.

Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and **Finscope Pervasive Services Pvt Ltd** can terminate employment for assigning any reason at any time. You will be governed under Company's service rules which will be communicated to you by your superior.

Finscope Pervasive Services Pvt Ltd looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best,

Admin
Finscope Pervasive Services Pvt Ltd

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MAHISHADAL RAJ COLLEGE

Candidate Signature: _____

Candidate Printed Name: Ritu Das

Date: 16/01/2023

TRENT

22 August 2022

Mr. Susoman Chowdhury
Nabantha,Berdhaman
West Bengal-713407

Dear Mr. Susoman Chowdhury

Sub: Appointment as **"Sales Associate"** at Zudio- Howrah, (EMP No. 63615)

With reference to your Resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as **"Sales Associate"** for our Retail Store located at 4B3/C/B, G.T. Road(south), P.O & P.S. Shibpur, Howrah 711102, on the following terms and conditions:

1. **Salary & Allowances**: You will be paid emoluments as per the enclosed statement as Annexure-I containing breakup of CTC of Rs.11843 /- (Rupees Eleven Thousand Eight Hundred Fourty Three Only) per month offered to you.

2. Statutory deductions, as applicable, would be effected from the amount presented in Annexure-I on a monthly basis. Further, the said remuneration would be subject to deduction of tax at source as per the rules of the Income tax in force from time to time.

   In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the company in force from time to time.

3. You have joined our services on **22 August 2022** and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

4. You will be on probation for the initial period of six months from the date of your joining the service of the Company, which is liable to be extended for a further period of three months in case your work performance, attendance, conduct, etc., is found to be below the expected standard of the Company of which the Management will be the sole judge. During the period of probation, the Company will be entitled to terminate the Employee's services without assigning any reason by giving the Employee One day notice or One day salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give the Company 07 days' notice in writing or 07 day's salary in lieu of notice after confirmation.

5. As per your declaration and the record submitted in support thereof, we have accepted your Date of Birth as **17 June 2002** and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

6. You will retire from the services of our Company on attaining the age of 58 years.

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7. It shall be your sole responsibility to get yourself relieved from your existing employment, if any, before joining our service and you shall indemnify and hold us harmless against any claims or liabilities which your present employer may make against you or liability arising therefrom.

8. You have initially been posted at **Zudio– Howrah**, however, your services are liable to be transferred from one post to another, from one department to another, from one store to another and from one city to another anywhere in India, depending on the need of the Company. In case of such a transfer, you will be governed by the rules, regulations, service conditions and benefits as applicable in the department, store and city, where you are posted.

9. Your employment with the Company shall be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into Annexure - II. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/ or any other relevant statutory provisions as may be in force from time to time.

10. Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Medical Officer and submission of all your educational certificates in original along with a set of photocopies for our verification.

You are allotted Employee No. **63815** and the same may be mentioned in all your future communications regarding your employment association with the Company, for easy identification.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

If you are agreeable to the above terms and conditions, please return the duplicate copy of this letter and that of the Service Agreement duly signed by you in token of your acceptance thereof.

Thanking you.

Yours faithfully,
For TRENT LIMITED

Ajay Menon
Authorized Signatory

Encl.: as above

I have read the above terms and Conditions and I accept the same.

Susoman Chowdhury.

Mr. Susoman Chowdhury

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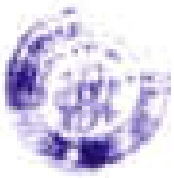
MARISHADAL HAT COLLEGE



ANNEXURE I : Compensation FY 2022 – 23

Name	Mr. Soumen Chowdhury
Emp Code	62815
Location Code	2100
Location	Howrah
Qualification	HSC
Date of Joining	22 Aug 2022
Date of Birth	17 Jun 2002

STATEMENT SHOWING EXISTING EMOLUMENTS

Salary Components	**(INR)**
Basic	8795
House Rent Allowance	400
Education Allowance	0
Additional Allowance (If Applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	0
Gross Earning	15395
Employee State Insurance Corporation (ESIC)	334
Provident Fund	1175
Employee Deposit Linked Scheme (EDLI)	49
Total CTC	11943
Annual CTC	147758

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MAHISHADAL JAC COLLEGE

[illegible]
[illegible] AGREEMENT

[illegible]

Mr. [illegible]

[illegible]

[illegible] as follows:

1. The Company shall employ the Employee and the Employee hereby agrees the Company faithfully and diligently in the capacity of [illegible] or in such other capacity as the Company may require from the 22 day of August 2022 subject to the employment being terminated in pursuance of any of the provisions of this Agreement.

2. The Employee shall be on probation for the period of six months from the date of joining the company, which period can be extended for a period of six months (three months at a time) in case the work performance, attendance, conduct etc. of the Employee is not found satisfactory at which time Management reserves the sole judge.

The Employee shall be confirmed in writing at the end of the initial probation period of the extended probation period as the case may be, provided his work performance, attendance, conduct etc. of the Employee are found satisfactory. The Employee shall be deemed to be on probation until he/she is confirmed in writing by the Company.

The services of the Employee are liable to be terminated by giving one month notice in writing by either party to the other party and by paying three month salary in lieu of notice after confirmation.

3. The employee shall to the best of his/her ability, exercise and perform all his/her duties as per the illustrative list of the duties and responsibilities enclosed with the appointment letter, all ancillary duties ancillary and incidental thereto and as may be intimated by the Company from time to time. The Employee shall also execute all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The services of the Employee are liable to be transferred actually or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and or such, as case the Employee shall be governed by the Service Condition/Standing Orders as may be applicable to the post, department and and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such place or places in the Union of India as the Company is which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall if so required by the Company, undertake work travelling in India and elsewhere as the Company may from time to time deem in connection with the business of the Company. The Company shall reimburse to the employee for actual travelling, residential and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

6. The Employee shall not be entitled to any remuneration, allowance, benefit or gratuities of any kind other than those expressly confirmed to him/her by the Company.

7. Income tax and all other impositions, if any payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable in any way any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct or withheld.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, ESIC his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's entitlements.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company submit himself/herself to examination by a Medical practitioner appointed by the Company.

10. The Employee shall:-

(a) diligently, faithfully and to the best of his/her ability, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all his knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof.

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require.

(d) not at any time either during the continuance or after the termination of his/her employment hereof, or may be required in connection with his/her employment hereunder or as may be intimated to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, undertakings, customers, employees, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be, an associate or a subsidiary of the Company.

(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and reports regarding the contract work as research under the control and supervision of the Employee as the Company may require.

(f) not without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, undertaking or obligation on behalf of the Company for which the employee has no express authority from the Company.

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(g) not, directly or indirectly, accept any commission, profits, presents or gratifications or any fund from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits, presents or gratifications he/she shall immediately inform the same to the Company, in writing, and it is called upon to do so by the Company, shall forthwith make over the same to the Company.

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge.

(i) not, during his/her employment with the Company, willfully waste, spoil, damage, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession.

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, manuscript or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interviews to and/or work as model for any organisation, agency, newspaper, magazine, television, radio/television agency or any public media.

(k) and/or publications whether for remuneration or otherwise without such publication concerns the employee's area of work and/or employment with the Company.

(l) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company and in particular, shall observe an absolute secrecy as to all technical matters relating to all articles manufactured or dealt in by the Company and as to the process and formulations for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such products nor divulge or disclose the name or address of any customers of the Company or of any companies, bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries.

11. While serving the Company the Employee shall give and devote whole of his/her working endeavour to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or other value without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee acknowledge and agrees that all the Company's property including, without prejudice to the generality, all correspondence addressed to or by the Employee for or to the Company including prices and other origins of such correspondence, vouchers, invoices, documents, papers, reports, diaries, records (including all computerised information) notes or records of the business of the Company or prices of the products dealt in by the Company, sketches, designs, plans, samples, goods, cheque books, notebooks, tablets, stickers and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come to the Employee's possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without retaining any copy thereof, notes or memorandum thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) make or develop any process or improvement (whether patentable or not) or complete any task relating to any process, technique or method of manufacture or construction thereof or hereafter used in conjunction with any process, technique or method of manufacture or construction now or hereafter exist, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may not substantial for or cause in conjunction now or hereafter exist, made or dealt with by the Company, the following provisions shall have effect.

(a) The Employee shall disclose fully to the Company such process, improvement or task and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

(b) If the Company be aware, the Employee shall forthwith co-operate with the Company in taking all necessary steps in patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and shall have no personal right in or to any of any such invention, improvement, manufacturing process or task whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

(c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal rights in or to use of any such improvement process or task whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not such person or persons are employed in the service of the Company) conducts any experiment, tests or work in relation to any process or improvement or otherwise and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulae and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the event of:

(a) Any act of dishonesty, disobedience, insubordination, sexually, misbehaviour, irregularity or attendance or other misconduct or negligence or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

(b) The Employee being adjudged an insolvent or applying to the adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

(c) The commencement or prosecution of the Company whether by the winding up of the Company or otherwise.

(d) For purpose of sub clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. During employment with the Company and after confirmation as specified in Clause 2 hereof the Company will be entitled to terminate the Employee's services without assigning any reason by giving the Employee Seven days notice or salary in lieu of notice. In the event of the Employee ceasing to leave the services of the Company, he/she shall give to the Company Seven days notice in writing or Seven days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and in that event, he/she will be paid his/her salary up to the last working day only.

17. It is expressly agreed by and between the parties hereto that –

(a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waiver by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

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MANSSRADAL RAV COLLEGE

16. Any termination by the Company of the Employee's employment hereunder, shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee, whether committed before or after the date of the termination of the Employee's employment hereunder.

18. Upon termination of his/her vacation, the employee shall hand over all keys to such premises nominated for the premises by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

19. The Employee shall not at any time, after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly:

(a) interpose himself/herself as being in any way connected with or interested in the business of the Company; or

(b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company;

(c) either on his/her own account or for any person, firm or company solicit, interfere with or endeavour to entice away from the Company any Employee of the Company;

(d) do any other act or thing calculated to compete the interests or business activities of the Company.

Nothing in this Clause shall however be deemed to prevent the Employee from carrying on, after the termination of this Agreement, any gainful profession in such manner as shall not unfairly compete with the interests of the Company.

20. The employee shall inform the Company whenever he/she is/will be absent from the business of the Company on his/her attaining the age of 58 years.

21. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either on them has notified the other in writing a change in address.

(a) INDIAN LIMITED
Tower House, D Block,
Plot No. C-38, Bandra Colony,
Bandra Kurla Complex, Bandra (E),
Mumbai-400051

(b) Mr. Sudarshan Chowdhary
Professional Consultancies
Dhara Energy

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter.

22. It is expressly agreed and declared that this Agreement shall be considered in accordance with the laws of the courts of India. That this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or thereto, related to or in respect of any matter in Bring Hence, consisted or any claim by either party against the other shall be instituted or adjudication upon or decided in the first instance by the appropriate Court in Mumbai.

23. This Agreement is an supersession of all existing agreements, arrangements and understandings, if any whether verbal or written, between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

24. The Employee shall abide and conduct himself/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her.

25. The Women employee would be governed by The Maternity Benefit Act, 1961, as amended up to date and they shall also be entitled to the benefits mentioned herein.

IN WITNESS WHEREOF, the parties hereto have executed these presents the day and year first above written.

SIGNED AND DELIVERED,
For and on behalf of
(In the within named)

Digital signature
by the authorised

Employee:
Ms. Hemlata Chowdhary

In the presence of: Witness

ATTESTED
PRINCIPAL
MARISHADAK LAW COLLEGE

Reliance

Reliance JIO Limited - West Bengal
PAYSLIP FOR THE MONTH of October 2022

EMPLOYEE NO.: 40796148	NAME: Mr. Nabo Kumar Mondal	PAYSLIP NO.: 1
PAYSLIP LOCATION: PNCL,Haldia	DOB No.:	
PF A/c No.: 40796148	Pension A/c No.: 40796148	ESIC A/c No.: 40796148
BANK NAME : STATE BANK OF INDIA		BANK A/C NO.: 40142351488

EARNINGS	(This month (Rs))	Arrears (Rs)	DEDUCTIONS	(This month (Rs))	Arrears (Rs)
Stipend	9,399.00		Recovery of round off amt	0.25-	
Cash Handling Allowance	29.58				
Holiday Compensation	303.19				
	9,731.75			0.25-	
GROSS EARNINGS Rs.		9,731.75	TOTAL DEDUCTIONS Rs.		0.25-

Current Month Total days: 31.00	Prev.month(s) absence	NET PAY Rs. 9,732.00
Paid Days : 31.00	Paid / Recovered(-): 0.00	DEAR COLLEAGUE
Absence Days : 0.00		

Absence days for October 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

ATTESTED

MANISH... COLLEGE

Reliance

Reliance SMSL Limited - West Bengal
PAYSLIP FOR THE MONTH of September 2022

EMPLOYEE NO.: 60796146 PAYSLIP LOCATION: PMCL_Haldia	NAME: Mr. Monu Kumar Mondal UAN No.:	PAYSLIP NO.: 2
PF A/c No.: 60796146	Pension A/c No.: 60796146	ESIC A/c No.: 60796146
BANK NAME : STATE BANK OF INDIA		BANK A/C NO.: 40162351448

EARNINGS	(This Month (Rs))	Arrears (Rs)	DEDUCTIONS	(This month (Rs))	Arrears (Rs)
Stipend	9,393.00		Recovery of round off amt	0.38	
Cash Handling Allowance	17.38				
	9,416.38			0.38	
GROSS EARNINGS Rs.		9,416.38	TOTAL DEDUCTIONS Rs.		0.38
Current Month Total days: 30.00 Paid Days : 30.00 Absence Days : 0.00	Prev.month(s) Absence Paid / Recovered(-): 0.00		NET PAY Rs.		9,416.00
			DEAR COLLEAGUE		

Absence days for September 2022

D1	D2	D3	D4	D5	D6	D7	D8	D9	D10	D11	D12	D13	D14	D15	D16	D17	D18	D19	D20	D21	D22	D23	D24	D25	D26	D27	D28	D29	D30	D31

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Reliance

Reliance INFRA Limited - West Bengal
PAYSLIP FOR THE MONTH of August 2022

EMPLOYEE NO.: 60796148 PAYSLIP LOCATION: PNCL_Haldia	NAME: Mr. Subir Kumar Mondal UAN No.:	PAYSLIP NO.: 1
PF A/c No.: 60796148	Pension A/c No.: 60796148	ESIC A/c No.: 60796148
BANK NAME : STATE BANK OF INDIA		BANK A/C NO.: 40343352488

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Stipend	9,199.00		Recovery of round off amt	0.18-	
Cash Handling Allowance	27.63				
Holiday Compensation	503.19				
	9,729.82			0.18-	
GROSS EARNINGS Rs.		9,729.82	TOTAL DEDUCTIONS Rs.		0.18-
Current Month Total days: 31.00 Paid Days : 31.00 Absence Days : 0.00	Prev.month(s) Absence Paid / Recovered(-) : 0.00		NET PAY Rs.		9,729.00

DEAR COLLEAGUE

Absence days for August 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

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PRINCIPAL
MAHISHADAL RAJ COLLEGE

INSCOPE
PERVASIVE SERVICES PRIVATE LIMITED
GLIMMER OF HOPE

+91 7980115774
contact@fpspl.com
Style Bazar Building, 4TH Floor
Kakdwip, West Bengal, India
PIN - 743347
CIN : U74999WB2022PTC257845

Letter No: FPSPL/RO-PT/2023/01 Date: 11/01/2023

Dear **Joy Das**,
Vill+PO – Pukurberia,
PS – Kakdwip,
Dist – South 24 Parganas,
Pin – 743347, WB, India.

ATTESTED
PRINCIPAL
FYI TRANSIENT

Congratulations! **Finscope Pervasive Services Pvt Ltd** is excited to call you our new **Internship**.

Position: Relationship Officer
Start date: 12/01/2023
Salary: Rs. 3000 per Month

We'll focus on wrapping up a few more formalities, including the successful completion of your **[background check, home visit, reference check, etc.]**, and aim to get you settled into your new role by **[12/01/2023]**.

Keep reading to learn more about this opportunity and—hopefully—answer any lingering questions you may have.

You will report to **[Subhendu Das, Relationship Specialist]** at **[Kakdwip]** from **[1 day per week]** as the **Internship**. You will be expected to plan, organize, and personally manage the sales operations of your organization's marketing/sales department as part of your everyday job to establish and maintain relationships with consumers.

You'll be a **part-time** employee of **Finscope Pervasive Services Pvt Ltd** and you will have access to some fantastic benefits, such as discounts on associated goods, etc.

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PERVASIVE SERVICES PRIVATE LIMITED
GLIMMER OF HOPE

+91 7980115774
contact@fpspl.com
Style Bazar Building, 4TH Floor
Kakdwip, West Bengal, India
PIN - 743347
CIN : U74999WB2022PTC257845

Throughout your **Internship**, you may be given access to confidential information belonging to **Finscope Pervasive Services Pvt Ltd**. Upon acceptance of this Pre-offer, you agree that you will keep all **Finscope Pervasive Services Pvt Ltd** information private and confidential.

Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and Finscope **Pervasive Services Pvt Ltd** can terminate employment for assigning any reason at any time. You will be governed under Company's service rules which will be communicated to you by your superior.

Finscope Pervasive Services Pvt Ltd looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best,

Finscope Pervasive Services Pvt Ltd

Admin
Finscope Pervasive Services Pvt Ltd

ATTESTED

Candidate Signature: Jay Das

Candidate Printed Name: Jay Das

Date: 11.01.2023

LANDMARK GROUP

max LANDMARK GROUP

PRIVATE & CONFIDENTIAL

May 23, 2022

Ms. SHUCHISMITA MAITY
Raj Sammilonee - Durgapur-Max

Dear SHUCHISMITA MAITY

We have pleasure to appoint you in our Company as per below:

Role : SENIOR CRE
Designation : Senior Assistant
Grade : A4

1. Date of Appointment

Your appointment is effective from 21 May 2022. This is to inform you that this letter will be null and void in case you do not report on the above date.

2. Place of Posting & Nature of work

Your posting shall be at Raj Sammilonee - Durgapur-Max. However, during the employment with the Company, you may be posted / transferred to any of the offices / projects / divisions of the Company or group companies existing or to be set up at any other location in India. Your assignment or work can be changed or altered whenever necessary at the discretion of the Management to suit any new developments or requirements of the company on the same terms and conditions, without any additional benefits.

3. Compensation & Benefits Program

You shall be paid an annual Gross Potential Earning of INR. 1550000/- (One Lakh Sixty Five Thousand). Other perquisites benefits applicable to your grade shall be payable as per company policy in force. Compensation & Benefit Program applicable to you is provided in Annexure I. Your compensation is confidential and if need arises, you may discuss it only with your Reporting Manager or Human Resource Manager.

4. Probation / Confirmation

You will be on probation for a period of 6 months, which may be extended or reduced at the sole discretion of the Management. Unless your period of probation is extended in writing, your employment will be deemed as confirmed.

5. Insurance

You shall be covered under Mediclaim insurance Policy for Hospitalization as per eligibility and Company rules as applicable from time to time.

ATTESTED
Manager HR Recruitment

max

Lifestyle International Pvt. Ltd.
Max Retail Division,
P.S Srijan Corporate Park, Tower - 1,
11th Floor, Block - GP, Salt Lake City,
Sector - V, Kolkata 700091, West Bengal
Phone: +91 33 40 1 2000

www.maxfashionindia.com
(CIN: U52100WB1991PTC054171)

2CCMS
FOUNDATION
Empowering India

CONTRACT LETTER WITH NEEM TRAINEE

Date: 01-07-2022

NEEM Trainee no: 1 [illegible]

Dear Rupanjan Bera,

We are pleased to engage you as NEEM Trainee subject to the following terms and conditions:

1. The period of training shall be of 1 year with start date 01-July-2022 and end date 30-Jun-2023.
2. During the training period, your stipend would be [illegible] per month.
3. It shall not be obligatory on the part of the 2CCMS Foundation to offer any employment to the apprentices on successful completion of period of training in his/her trade/vocation shall, it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment, you shall be a trainee and not a worker and as such, the provisions of any law with respect to a concerned worker shall not apply to or in relation to you.
4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct, discipline and safety and carry out all lawful orders of Foundation/employer.
5. As NEEM Trainee you shall learn your assigned trade/vocation diligently and sincerely and attend the practical and instructional classes regularly.
6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by 2CCMS Foundation.
7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the 2CCMS Foundation as cost of training such amount as may be determined by the 2CCMS Foundation in such manner, you shall not be entitled to enter into another contract of training under the National Trade Apprentice Enhancement Mission (NEEM).
8. The contract of Training can be terminated and [illegible] payment to the NEEM Trainee:
   - If you receive potential employment for production of copy of the appointment letter and
   - If you are unable to continue training on medical grounds on production of a certificate issued by a medical officer not below the rank of a Civil Surgeon/Surgeon attached to any Government Hospital.
9. For breach of contract by 2CCMS Foundation, 2CCMS Foundation shall pay compensation to you in accordance with the Minimum Wages specified for the Category.
10. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.
11. 2CCMS Foundation will formulate a Training Programme for the training of NEEM Trainee and shall make suitable arrangements for facilitating the same.
12. NEEM Trainee shall be imparted training according to normal hours of work of the establishment in the [illegible] establishment to which he/she is attached for training.
13. The Contract Period can be [illegible] by either party [illegible]
14. Any disagreement or dispute between NEEM Foundation and the NEEM Trainee arising out of this Contract shall be referred to the Governing Body of 2CCMS Foundation.

ACKNOWLEDGEMENT

I hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stated therein. I understand and agree that the signing of this contract does not constitute employment by 2CCMS Foundation nor any guarantee of employment.

For 2CCMS Foundation

Accepted and Agreed

Signature

Authorized Signatory
Date: 01-07-2022

ATTESTED
MANISHA DAS GUPTA

6 Maulana Mujibur Rehman Sarani, Kolkata - 700017

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PRINCIPAL
MAHIBRAHMAL BAJ COLLEGE

CND6237 1668

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment: [illegible]

with Telephone no. & E-mail address: [illegible]

2. (a) Name of Apprentice (Block Letters): [illegible]
(b) Father's/Mother's/Spouse's Name: [illegible]

3. Address of Apprentice: [illegible]

4. Gender: [illegible]

5. Date of Birth: [illegible]

6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority: No
(b) Name of the Category: [illegible]

7. Educational Qualification (Highest): [illegible]

8. (a) Category of Apprenticeship: [illegible]
(b) Name of the trade for which Apprentice is training: [illegible]

9. Apprenticeship Training duration (Total): [illegible] Days
(a) Duration of Basic Training: [illegible] Weeks
(b) Period of Module for Training: [illegible]

10. Apprenticeship Training Location:
(a) Name and address of Institute where Basic Training is to be provided: [illegible]
(b) Name and address of the training partner on the job training is to be provided: [illegible]

11. (a) Date of execution of contract: [illegible]
(b) Age of Apprentice on the date of execution of contract: [illegible] years, [illegible] months and [illegible] days

12. Is the remuneration spring for Jewelle under [illegible]
*If yes, Annexure 2 to the contract will also be applicable: Yes

13. Monthly stipend amount:
(a) During 1st year of training: [illegible]
(b) During 2nd year of training: [illegible]
(c) During 3rd and 4th year of training: [illegible]

The Establishment agrees and undertakes that the stipends mentioned herein shall be paid in the Rule 1(1) of Apprentices [illegible] Rule, 2017. The Establishment confirmed that the stipend [illegible] shall be [illegible] Date Time Stamping [illegible]

In the minimum rates are paid but through [illegible] stipend [illegible] during the course of apprenticeship. The revised rate will [illegible]

14. (a) Name and Address of a guardian in case Apprentice is a minor (under 18 years of age) (Name): [illegible]

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PRINCIPAL
MAHARAJA AGRASEN COLLEGE

(c) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

(b) Name of TPA (if applicable) : ZETANG Consulting Private Limited

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1962 as amended from time to time regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.

17. I, the Apprentice, declare that all details shared by me including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time.

18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.

19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1962 (Main Provisions of the Rules may be seen in the Annexure 1).

20. The Establishment, Apprentice/Guardian hereby acknowledges to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS) as applicable.

Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian

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PRINCIPAL
MANGALAJAI B.Ed. COLLEGE

PSN

PSN Supply Chain Solutions Pvt. Ltd.

FIXED-TERM EMPLOYMENT CONTRACT

Name: Neha Bhandari

Date-26-09-2023

Father Name: Paresh Bhandari

Address: Benipur Saltora Bebulia Purulia

Letter Date:26-09-2023

Employee Id:113446079

Office ID:

Employee Code: nakkhasi

In pursuance of your application for employment in our organization, we have decided to appoint you as an Associate.

The conditions of your appointment will be as follows:

1. Be it clearly understood that the assignment /work offered to you has arisen due to a temporary increase in work which is part and parcel of our contracts with our clients.

2. You would be liable to work at any of our client's locations as per the requirement. However, your services are liable to be transferred without any additional benefit or facilities, to another branch, post, or place or to any office, associates or sister concern, or subsidiary of any of the present or future clients of PSN Supply Chain Solutions Pvt. Ltd, at any place in India, whether in existence or which may come up in the future at any time at the sole discretion of the **PSN Supply Chain Solutions Pvt Ltd**.

3. Your period of Employment contract is from **26-09-2023** and ends on **23-10-2023**. Your salary details are provided in Annexure "A" of this document whereas Annexure "B" contains the "Service Provider Personnel Nondisclosure Agreement". You are requested to carefully go through and familiarize yourself with all the details provided in these documents, before accepting the employment.

4. Your fixed-term contractual engagement will automatically end after the aforementioned period is completed. The renewal /extension if any shall be subject to mutual consent in writing and acceptance of applicable terms & conditions as may be deemed fit and proper by both the parties to this contract.

5. Both parties have the right to terminate the contract by giving the other party prior notice of 15 days or an amount equal to wages for the said notice period. If the employee terminates the contract without serving the 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 the full and final settlement. In case of continued absenteeism for three or more days at a stretch or absenteeism for 5 or more days on 3 different Occasions without intimation, it will be construed that you have terminated the Contract and in such a situation, the management will not be liable to serve you the notice or make payment in lieu thereof. On the contrary, in such a scenario, the management will have a right to deduct

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PRINCIPAL
MAHISADAL RAJ COLLEGE

12. Miscellaneous:

This Agreement will not create a joint venture, partnership, or other formal business relationship or entity of any kind, or an obligation to form any such relationship or entity. Each Party will act as an independent service Provider and not as an agent of the other Party for any purpose, and neither will have the authority to bind the other

This Agreement constitutes the entire agreement between the Parties relating to the matters discussed herein and may be amended or modified only with the mutual written consent of the Parties. Each Party's obligations hereunder are in addition to, and not exclusive of, any and all of his, her, or its other obligations and duties to the other Party, whether express, implied, in fact, or in law. Subject to the limitations set forth in this Agreement, this Agreement will inure to the benefit of and be binding upon the Parties and their respective successors and assigns.

Any failure by the client or any of its Affiliates to enforce Service Provider Personnel's strict performance of any provisions of this Agreement will not constitute a waiver of the client or its Affiliate's right to subsequently enforce such provision or any other provision of this Agreement.

If a provision of this Agreement is held invalid under any applicable law or by a court of competent jurisdiction, such invalidity will not affect any other provisions of this Agreement that can be given effect without the invalid provision. Further, all terms and conditions of this Agreement will be deemed enforceable to the fullest extent permissible under applicable law, and, when necessary, the court is requested to reform any and all terms or conditions to give them such effect.

This Agreement is governed by the laws of India, excluding its conflicts of law rules. In the event of any dispute or difference arising between the Parties hereto in regard to any matter relating to or connected with this Agreement, the same shall be referred to arbitration in accordance with the (Indian) Arbitration and Conciliation Act, 1996, and any amendments thereof. The decision of the arbitrator shall be final and binding on the Parties. The venue of arbitration shall be Bangalore. This Section shall survive the termination or expiry of this Agreement.

Notices:

All notices hereunder will be given in writing, will refer to this Agreement, and will be personally delivered or sent by overnight courier, receipted facsimile transmission, or registered or certified mail (return receipt requested) to the address set forth below the Parties' signatures at the end this Agreement. Any Party may from time to time change such address by giving the other Party notice of such change in accordance with this Section 11.6. Service Provider Personnel has executed this Agreement as of the date set forth below.

The provisions contained in Sections 5, 6, 7, 8, 9, 10, and 11 shall survive the termination or expiry of this Agreement.

Accepted Full Name: - **Neha Bhandari**

Signature Neha Bhandari **Mobile Number: -7319580748**

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PRINCIPAL
MADHAV DAS RAI COLLEGE

7. ***Return / Destroy or Discontinue Use of Confidential Information:***

Service Provider Personnel will return, deliver, remove, or destroy all tangible materials embodying Confidential Information (in any form and including, without limitation, all summaries, copies, and excerpts of Confidential Information) promptly following the client's written request regardless of how the Confidential Information is embodied at the date of request. The Client may at any time, at its sole discretion, require the Service Provider Personnel to discontinue the usage of any or all Confidential Informationand at the Client's option, Service Provider Personnel will provide written certification of his/her compliance with this Section.

8. ***Injunctive Relief:***

Service Provider Personnel acknowledges that disclosure or use of Confidential Information in violation of this Agreement could cause irreparable harm to the client or any of its Affiliates for which monetary damages may be difficult to ascertain or an inadequate remedy. Service Provider Personnel, therefore, agrees that the client and/or its Affiliate will have the right, in addition to its other rights and remedies, to seek injunctive relief as a remedy or to prevent or curtail any actual or threatened breach by the Service Provider Personnel of its obligations hereunder or for any violation of this Agreement.

9. ***Scope Termination:***

This Agreement is intended to cover Confidential Information received by Service Provider Personnel prior to and subsequent to the date. This Agreement shall be effective once signed by Service Provider and will automatically terminate upon the completion or termination of the Parties' business relationship; provided, however, that Service Provider Personnel's obligations with respect to Confidential Information will survive and continue indefinitely even following such completion or termination. The provisions contained in this Section shall survive the termination or expiry of this Agreement.

10. ***Indemnity:***

The Service Provider Personnel acknowledges that a breach of this Agreement by theService Provider Personnel could result in significant liability, claim, damage, loss, penalty, cost, or expense (including, without limitation, reasonable attorney's fees and costs of appeal) (hereinafter together referred to as "Losses") to the client. The Service Provider Personnel agrees to indemnify and hold the client harmless and indemnified from and against any Losses, arising on account of the breach by the Service Provider Personnel of any of the obligations undertaken by the Service Provider Personnel under this Agreement.

11. ***Outside Employment:***

You agree that during the period of your employment, you will not, without the prior written approval of **PSN Supply Chain Solutions Pvt Ltd**, directly or indirectly engage in anyoutside employment activity relating to any line of business in which the client is engaged, orwhich would otherwise conflict with or adversely affect in any way the performance ofyour employment obligations to our client.

ATTESTED
PRINCIPAL
MAHIMBAI RAI COLLEGE

3. ***Use of Confidential Information:***

Service Provider Personnel may use Confidential Information solely in connection with and only in pursuance of his/her business relationship with the client. Except as expressly provided in this Agreement, Service Provider Personnel will not disclose Confidential Information to any person or entity for any purpose whatsoever without the client's prior written consent. Service Provider Personnel will take all reasonable measures to avoid disclosure, dissemination, or unauthorized use of Confidential Information, including, at a minimum, the same degree of care, secrecy, and security measures he/she takes to protect his/her own confidential information of a similar nature.Service Provider Personnel will segregate Confidential Information from the confidential materials of third parties to prevent commingling.

4. ***Disclosures to Governmental Entities.***

Service Provider Personnel may disclose Confidential Information as required to comply with binding orders of governmental entities that have jurisdiction over it, provided that Service Provider Personnel (i) gives the client prior written notice sufficient to allow the client or any of its Affiliate to seek a protective order or another appropriate remedy, (ii) discloses only such information as is required by the governmental entity, and (iii) uses commercially reasonable efforts and lawful means to obtain confidential treatment for any Confidential Information so disclosed and minimize the extent of such disclosure.

5. ***Ownership of Confidential Information:***

All Confidential Information and patents, copyrights, trade secrets, trademarks or service marks or logos (whether registered or not, with or without goodwill) and other intellectual property rights, titles, or interests therein (collectively referred to as "Intellectual Property Rights") will remain the exclusive property of the client or its Affiliate, as may be applicable. Disclosure of Confidential Information under this Agreement by the client or its Affiliate will not constitute an express or implied grant to Service Provider Personnel of any rights to or under the client's or its Affiliate's Intellectual Property Rights.

6. ***Notice of Unauthorized Use:***

Service Provider Personnel will notify the client immediately upon discovery of any suspected unauthorized use, copying, or disclosure of Confidential Information or any other breach of this Agreement. Service Provider Personnel will cooperate with the client or its Affiliate in every reasonable way to help the client or its Affiliate regain possession of such Confidential Information and prevent its further unauthorized use or disclosure.

ATTESTED
PRINCIPAL
MATHUBHAI JAI COLLEGE

PSN

PSN Supply Chain Solutions Pvt. Ltd.

ANNEXURE II

Service Provider Personnel Nondisclosure Agreement

This Nondisclosure Agreement (this "Agreement"), effective as of 15.07.2022, entered into by, ("Service Provider Personnel"), an employee of **PSN Supply Chain Solutions Pvt Ltd** , ("Service Provider"), for the benefit of clients of **PSN Supply Chain Solutions Pvt Ltd**, (and the Clients and the Service Provider Personnel are referred to individually as a "Party" and collectively as the "Parties").

The Parties recognize that in connection with Service Provider Personnel's assignment by Service Provider to provide products or services to its clients, certain information includingConfidential Information (as defined hereinafter) would be passed on/ disclosed to theService Provider Personnel by the clients with respect to its operations and businesses. The Service Provider Personnel are now agreeing to the terms and conditions on which the Service Provider Personnel shall be provided the Confidential Information. In consideration of the clients agreeing to disclose Confidential Information to the Service Provider Personnel, the Service Provider Personnel agrees and undertakes to abide by the terms of this Agreement as set out below:

1. ***Conditional Information:***

As used in this Agreement, "Confidential Information" means all nonpublic information disclosed by or relating to Client/s and any entity in which Client/s or its group companieshave directly or indirectly, certain economic interest (an "Affiliate") that is designated asconfidential or that, given the nature of the information or the circumstances surroundingits disclosure, reasonably should be considered as confidential. Confidential Information includes, without limitation: (i) all nonpublic information relating to the clients or any of itsAffiliate's technology, customers, business plans, promotional and marketing activities, finances, and other business affairs, and (ii) all third-party information that the client or any of its Affiliate is obligated to keep confidential. Confidential Information may be contained in tangible materials, such as drawings, data, specifications, reports, compilations, summaries, abstracts, modifications, translations, enhancements, adaptations, and computer programs, or maybe in the nature of unwritten knowledge.

2. ***Exclusions:***

Confidential Information does not include any information that (i) is or becomes publicly available without breach of this Agreement, (ii) can be shown by documentation to have been known to Service Provider Personnel at the time of his/her receipt of such information from the client, (iii) is received from a third party having the legal right to disclose Confidential Information and who did not acquire or disclose such information by a wrongful or tortious act, or (iv) can be shown by documentation to have been independently developed by Service Provider Personnel outside the scope of the relationship with the client, without reference to any Confidential Information.

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PRINCIPAL
MANSHARAMAL RAI COLLEGE

PSN

PSN Supply Chain Solutions Pvt. Ltd.

23. You agree to co-operate with any security measures such as random frisking and searches of personal belongings.

24. In addition to the above, you are also governed by the standard employment rules/ standing orders and safety/ security rules of the **PSN Supply Chain Solutions Pvt Ltd**, and you are required to read them in conjunction.

25. You agree to defend, indemnify and hold **PSN Supply Chain Solutions Pvt Ltd** harmless from any and all claims, damages, liability, attorneys' fees and expenses on account of your failure to satisfy any of your obligations under this Letter or for misconduct, violation of anylaw or creation of any legal liability by you or any information pertaining to the background unlawful act on your part which has been suppressed by you while obtaining this job.

26. In addition to the terms contained herein, your relationship with **PSN Supply Chain Solutions Pvt Ltd** may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by **PSN Supply Chain Solutions Pvt Ltd**. You shall at no point of time make any claim or right to claim employment, damage, loss orcompensation of any nature what so ever against any of our clients.

27. We take this opportunity to wish you the very best in your tenure with **PSN Supply Chain Solutions Pvt Ltd**.

28. If the above terms & conditions are acceptable to you, please sign the duplicate copy of this contract in token of your acceptance.

I have read this letter in full & understand it fully. By signing this letter of the contract, I accept allaforementioned terms & conditions of the contract of employment offered by **PSN Supply Chain Solutions Pvt Ltd**.

For **PSN Supply Chain Solutions Pvt Ltd**

Signature:

Authorised Signatory

Name:

Annexure-A

Gross Salary		Statutory benefits	
Basic + DA	11416	PF Employer	1497
HRA	572	ESIC Employer	392
Other if Any			
Total Gross Salary (A)	12988	Total Statutory Contribution (B)	1877
PF	1472		
ESIC	98		
PT	150		
Total Deduction (C)	1572		
Net Salary D = (A-C)	11416	Cost to Company (A + B)	14865

Unit No.7, "**Diamonds Gold**" Tanna Complex, S.V.Road, Jogeshwar (East), Mumbai (India) - 400 060.
Tel: 7738666001/ 7738008530 Email [illegible] website [illegible]

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MANISHABAI RAJ COLLEGE

16. In case of any indiscipline/disobedience/ misconduct/theft committed by you, or any other kind of activities that may lead to disruption of operations, or in case any complaint is received against you from any of our clients, **PSN Supply Chain Solutions Pvt Ltd**, will have a right to takestrict action against you including termination of service without any notice period or pay in lieu thereof.

17. In case of default or negligence has been proved on your part resulting in loss cause of operation to **PSN Supply Chain Solutions Pvt Ltd**, or to our client, under the circumstances of **PSN Supply Chain Solutions Pvt Ltd**, is authorised to recover or deduct from your salaryan equivalent amount (or part of it) for any such instances occurred, as permissible under statutory provisions.

18. Execution of this Letter by you shall be a full and complete acceptance by you to perform the services. Upon acceptance, you shall:

- fully perform the services, in a professional manner, at the work site till your employment. You will follow the standard operating procedures (SOPs) and guidelines applicable in your work at the client location with the utmost professionalism and in an ethical manner while respecting the timelines and instructions of your supervisor at all times;

- not engage in any conduct detrimental to the interests of the **PSN Supply Chain Solutions Pvt Ltd** or our clients;

- not, either directly or indirectly, offer yourself for employment or gainfully engage with any client, customer or competitor or its agencies or its affiliates during the period of the present work assignment without the prior permission of **PSN Supply Chain Solutions Pvt Ltd**.

- Comply with the applicable Policies (such as safety, health, and environmental policy), Code of conduct, and Rules & Regulations of **PSN Supply Chain Solutions Pvt Ltd**, at all times during the course of your employment contract.

19. Your appointment and continuity in employment will always be subject to you being found medically fit and clearing the background verification check as required by the **PSN Supply Chain Solutions Pvt Ltd**.

20. Upon lapse or termination of the employment, your employment with **PSN Supply Chain Solutions Pvt Ltd** shall stand terminated forthwith.

21. Termination of this Letter shall not affect the obligations of the parties that have been incurred prior to termination and **PSN Supply Chain Solutions Pvt Ltd**, will promptly settle all your dues after making applicable deductions. Further, obligations relating to confidentiality and intellectual property shall continue after the termination/ expiry of this Letter.

22. You agree that you are responsible for any taxes towards assets and packages handed overto you as a part of the assignment and will be liable to pay the tax amount either directly orthrough salary deductions.

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MAHESHWARI RAJ COLLEGE

thereages for the unserved notice period from the money due to you, if any, as part of the full and final settlement.

6. You shall not at any point of time stake any claim or right to claim employment, damage, loss, or compensation of any sort whatsoever either against us or any of our clients.

7. You may be required to work in shifts and your shift timings may vary based on business requirements. However, you will be notified of the change in shift timings through the posting of schedules.

8. You may have to even work overtime as per business requirements. The Overtime amount will be paid as per statutory norms.

9. You will be expected to carry out the duties assigned to you in an efficient and competent manner. If you have any problems/queries to carry out duties, you will be expected to bring them to your supervisor.

10. You would be eligible for leaves & paid holidays in accordance with applicable statutory provisions. However, your leaves shall be governed by the leave policy of **PSN Supply Chain Solutions Pvt Ltd**.

11. If any declaration given or furnished by you to the **PSN Supply Chain Solutions Pvt Ltd** proves to be false or if you have wilfully suppressed any material information, in such a case you will be liable for strict action including removal from service without notice.

12. In day-to-day functioning or carrying out responsibilities, you will report and receive instructionsfrom our Supervisor and shall be bound to follow the service conditions of **PSN Supply Chain Solutions Pvt Ltd**. A supervisor shall exercise control over your work, including initiating disciplinary proceedings against you.

13. You will be entitled to all other statutory benefits wherever applicable during the contract periodwhich would be paid by **PSN Supply Chain Solutions Pvt Ltd** but not be entitled to anybenefit/ privileges available to other regular associates of the establishment of **PSN Supply Chain Solutions Pvt Ltd** or of our clients **PSN Supply Chain Solutions Pvt Ltd**. The agency will be solely responsible for all statutory payments and you will have no right to claim the samefrom the Clients of **PSN Supply Chain Solutions Pvt Ltd**.

14. During the course of your contract with us, you may be transferred to any other location/project site of our client's entity to meet the urgent contract requirement. In such condition, all other terms of the contract will remain unchanged including compensation and benefits.

15. You will not, at any time without the written consent of the authorised person of **PSN Supply Chain Solutions Pvt Ltd**, disclose or divulge or make public except on legal obligations, anyinformation about the **PSN Supply Chain Solutions Pvt Ltd**, and its clients business affairs or secrets which has become known in the course of discharging obligations under this contract or otherwise to any other person or institution.

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PRINCIPAL
MAHESHWARI JUNIOR COLLEGE

croma

infiniti retail ltd

Date: Aug 31,2023

To,
Manas Patra
-

Appointment Letter- Apprentice

We, **Infiniti Retail Ltd.**, a Company incorporated under the Companies Act, 1956 (as amended from time to time) vide CIN: U31900MH2005PLC158120, and having **Registered Office** at Unit No. 701 & 702, Wing A, 7th Floor, Kaledonia, Sahar Road, Andheri East, Mumbai 400069 (the "Company") are pleased to hire your services in the field of **NAPS-Customer Service Specialist** as **"Apprentice"** under Croma Apprentice Program Scheme as per the terms and conditions stated herein:

1. **Place:** Your place of work will be **Howrah** and your reporting shall be to **Assistant Department Manager** or any other person as may be designated by the Company from time to time. You may be transferred from one place / branch / section / department / division of the Company to another place / branch / section / department / division of the Company at the sole discretion of the management anywhere in India or abroad. Similarly, you may also be required to work for any other group, sister concern, subsidiary, associate company either full time or part time.

2. **Role & Responsibilities:** You will work as NAPS-Customer **Service Specialist**. Details of the same will be explained on the Date of Joining.

3. **Term:** The apprenticeship is for a period of commencing from **Aug 31,2023** and ending on . The extension of the apprenticeship period would be based on your performance and at the discretion of the Management. However, you cannot at any time claim any employment or right of the employment, agency, partnership or continuity of apprenticeship in the Company after the completion of your apprenticeship.

4. **Fees:** During the period of the apprenticeship, you will be paid a consolidated sum of **Rs.11,000/- (Eleven Thousand only) Per Month** as stipend and incentives as per current Incentive Policy You will not be entitled to or claim any other benefit or allowance, facilities or bonus, which other employees of the Company are entitled to or being paid.

5. **Taxes:** The Company will deduct applicable taxes from your above stipend as per the prevailing tax laws.

6. **Office timing:** The working Hours and days would be as per the discussion & information shared.

7. **Leave:** You shall be entitled to weekly off and other holidays as per the guidelines of the Company. In addition, you are entitled to 12 paid Leaves during the period of **12** months apprenticeship starting post completion of one month of apprenticeship. Any leave taken by you, other than the ones communicated, would be considered leave without Pay.

8. **Termination:** Either party can terminate this Assignment by giving **0 days** notice in writing or apprenticeship fees in lieu of notice, to the other party. If you fail to comply with the Company policy and procedures, the Company can terminate your apprenticeship without any notice and without any apprenticeship fees in lieu of notice.

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MAHESWARI MAHAVIDYALAYA COLLEGE

9. **Reporting:** You will be required to submit a periodical report on the activities handled by you. This can be mutually discussed & agreed upon.

10. **Confidentiality:** As substantial amount of Company's proprietary, technical, strategic, intellectual property and other data/information may be available with you, you shall always take all the steps to protect this data/information and shall not divulge or share such data/information with any other person, entity, firm or Company directly or indirectly, during and after your apprenticeship period. On expiry or earlier termination of your apprenticeship, you shall return or destroy the data/information of Company available with you and on the request of Company, you shall give a certificate to the Company to that effect. You will not at any time, without the written consent of management of the Company, disclose or divulge or make public except on legal obligation any information regarding the Company's affairs or work carried out whether the same may be confided to you or become known to you in course of your apprenticeship or otherwise. Confidentiality shall survive forever notwithstanding the expiration or termination of this Agreement for any reason whatsoever.

11. **Non-Competition:** During the term of this agreement, and for a period of 6 months thereafter, the Employee shall not work directly or indirectly as an employee, officer, retainer, consultant, agent, owner or engage in any other capacity with a company or firm or employer competitive with the Company's current lines of business or any business then engaged in by the Company.

12. **Policies:** You shall always abide by and work as per the various policies of the Company including Tata Code of Conduct (TCoC) and prevailing laws of the land. You will use your best efforts in the interest of Company while providing services and shall not indulge in any activity which may jeopardise the interest of the Company or lower the image of the Company or its holding company.

13. **Jurisdiction:** All actions arising out of this apprenticeship or relating thereto are subject to the laws of India and shall be under the jurisdiction of the court in Mumbai.

14. **Documents:** You are requested to furnish following documents
    - All certificates relating to your education, previous employment and work experiences,
    - Proof of your age,
    - Proof of Residence (present & permanent),
    - Relieving letter from your immediate previous employer, and
    - Two passport size color photographs taken within last three months of the date of this letter.

Any contrary representations, letters, offers and agreements, which may have been made to you, are superseded by this offer.

Please confirm your acceptance of the terms and conditions in this communication by signing and returning one copy, for our records. We look forward to a mutually beneficial and professionally rewarding relationship.

For and on behalf of
Infiniti Retail Ltd.

ATTESTED

croma

infiniti retail ltd

Bhawna Mishra
Lead- Region HR- North

Acknowledged By:	Manas Patra
Email:	
Date:	2023-08-31
Time:	15:02:11 PM
IP Address:	10.105.8.175

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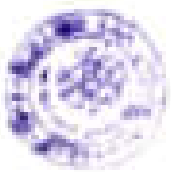
PRINCIPAL
MAHESHTALA MAHAVIDYALAYA COLLEGE

Regd Off. : Unit No.701 & 702, 7th Floor, Rahimtoola Sahar Road, Andheri (East), Mumbai 400 069, India
T 91 22 6761 3600 | F 6761 3607 E : [illegible] | Website : www.croma.com
CIN : [illegible]
A TATA Enterprise



Baazar Retail Private Limited

PS Srijan Corporate Park Office No 1103 Tower 1, Block GP, Sector V,

Payslip for the month	Sep - 2022	**Emp Code**	14279	**Employee Name**	Subyal Sarkar
Days Paid	30.00 + 0.00	**Joining Dt**	19-Aug-2022	**Branch**	Fatehpur
Department	Retail Operations	**Division**	Store Operations	**Designation | Role**	Associate |
UAN		**PF No**		**ESIC No**	
PAN	ORFPS3862E	**Bank Name**	Central Bank of India	**Bank Account No**	3993429751

Earnings		**Amount**	**Deductions & Recoveries**	**Amount**
Basic		7000.00	Staff Advances	1500.00
	Amount Total :	7000.00	Amount Total :	1500.00
			Net Pay :	5500.00

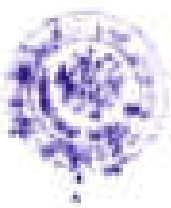
Net Pay : Five Thousand Five Hundred Rupees

This is a system generated pay slip and does not require any signature

ATTESTED

PRINCIPAL

MAHAMAYA COLLEGE

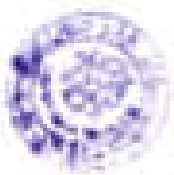


Baazar Kolkata

Satyajit Sarkar

Employee Code	14278
Date of Joining	10-08-2022
Blood Group	B+
Emergency Contact	9733416531

Sh. Satyajit Sarkar



ADITYA BIRLA

FASHION & RETAIL

To,

Arnab Sardar,

Sub: Letter for the Services (as annexed hereto) to be provided by Aditya Birla Fashion and Retail Limited ("Letter")

Reference to the above and subsequent discussions held with you from time to time, Aditya Birla Fashion and Retail Limited, a company incorporated under the Companies Act, 1956 and having its office at Piramal Agastya Corporate Park, Building 'A', 4th and 5th Floor, Unit No. 401, 403, 501, 502, L.B.S. Road, Kurla, Mumbai - 400 070, through its Pantaloons Division (hereinafter called **"the Company"**) is pleased to issue this letter to you as per the following terms and conditions:

1. You shall deliver and provide the services as more particularly described in Annexure A appended hereto as per the terms and conditions of this Letter.

2. In consideration of providing the Services, you shall be entitled to the payment, as more particularly described in Annexure B appended hereto (**"Fee"**).

   i) All payment shall be subject to TDS.
   ii) For clarity, it is stated that the Company shall not be liable to make any other payment to you save and except stated in this Clause.
   iii) All invoices have to be addressed to "Aditya Birla Fashion and Retail Limited".
   iv) All payments towards your invoices are to be made by cheque /draft/RTGS/NEFT/pay order favoring **"Aditya Birla Fashion and Retail Limited"** only.

3. This Letter shall be effective from **15-Aug-22** and shall be valid till **28-Sept-22**. This Letter can be renewed with mutual consent.

4. You shall be forthwith replaced by the Company on account of any misconduct or if you are found in violation of the Company's code of conduct as mentioned in Annexure C appended hereto or if you do not turn up to Company's premises/ units due to any reason.

5. We can terminate this Letter any time, without assigning any reason whatsoever. Upon expiry or early termination of this Letter, you shall forthwith return all the confidential and proprietary information, if you possess, to the Company.

6. We do not assign or grant permission to you to use any of your intellectual property rights, in any form, manner or media whatsoever.

pantaloons Arnab Sardar

Aditya Birla Fashion and Retail Limited (formerly known as Pantaloons Fashion & Retail Limited)
Zonal Office (East): Megatherm Tower, 6th Floor, Block GP, Sector 5, Salt Lake Electronic Complex
Bidhannagar, Salt Lake City, Kolkata-700091, West Bengal, India T: +91 3140039400
Regd. Office: Piramal Agastya Corporate Park, Building 'A', 4th and 5th Floor, Unit No. 401, 403, 501, 502, L.B.S. Road, Kurla, Mumbai - 400 070, India
T: +91 - 8652908800 F: +91 - 8652908803 E: ho@adityabirla.com | W: www.abfrl.com
Company ID No.: U18109MH2007PLC221809

ATTESTED

PRINCIPAL
MAHESHWARI MAHILA COLLEGE

ADITYA BIRLA
FASHION & RETAIL

7. You shall keep all the information received from you during the terms of this Letter confidential. This obligation shall survive the expiry or earlier termination of this Letter.

8. You have all the necessary permissions/licenses/consents for performing its obligations under this Letter.

9. Nothing in this Letter shall imply or construe a relationship of partnership or joint venture between the Company and you in respect of the provision of the Services.

10. You are duly authorized to enter into this Letter.

11. This Letter shall be governed by and construed in accordance with the laws of India and the Courts at Mumbai shall have the exclusive jurisdiction to adjudicate upon and settle any and all disputes that may arise out of or in connection with this letter between the Company and you.

Please sign and return the duplicate copy of this Letter as a token of your acceptance of the terms and conditions as mentioned in this Letter.

Thanking you,

For Aditya Birla Fashion and Retail Limited
Pantaloons Division

ACCEPTANCE

We accept the terms and conditions of the letter as set out above.

Dated: 15/08/22

Arnab Sarkar

ATTESTED
PRINCIPAL
MARWARI RAJ COLLEGE

pantaloons

Aditya Birla Fashion and Retail Limited (formerly known as Pantaloons Fashion & Retail Limited)
Zonal Office (East): Megatherm Tower, 4th Floor, Block-GP, Sector-5, Salt Lake Electronic Complex,
Bidhannagar, Salt Lake City, Kolkata-700091, West Bengal, India T: +91 33 40899400
Regd. Office: Piramal Agastya Corporate Park, Building 'N', 4th and 5th Floor, Unit no. 401, 403, 501, 502, L.B.S. Road, Kurla, Mumbai - 400 070, India
T: +91 8652950000 | F: +91 8652950400 | E: [illegible]@adityabirla.com | W: www.abfrl.com
Corporate ID No.: [illegible]

ADITYA BIRLA

FASHION & RETAIL

Annexure A

You shall provide the below Services to the Company:

You play the role of Fashion Assistant with the designation of a Coordinator in Pantaloons

A Fashion Assistant is more like a Fashion Advisor – where you interact with customers, understand their needs, assist them and provide a good shopping experience at Pantaloons

You will be mapped to a Brand – where you have to carry out the following responsibilities

- Keep your Brand clean and dust free
- Ensure stock replenishment
- Ensure right product displayed on the right browser
- Ensure communication of Brand Name, Price, and Offers are in place
- Ensure you fill your targets in goal book and update them regularly
- Ensure you are well groomed and look smart everyday
- Ensure you greet with "Hello" and interact with every customer
- Ensure you provide them with a shopping bag
- Ensure you show all the options and coordinates to the customer
- Ensure you say Thank You to customers when they leave your store

Annexure B

fee

The Company shall make the payment of the Fee to you as per the following terms :-

A. The Fees shall cover the Services as mentioned hereinabove in Annexure A
B. The Company shall make payment of the Fee as follows:

Invoice Amount (INR)
Rs 350/- shall be paid on per day basis

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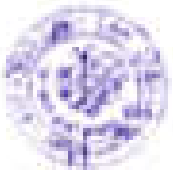
PRINCIPAL MARWADI COLLEGE



ADITYA BIRLA

FASHION & RETAIL

Annexure C

Company's Code of Conduct

I. **Private Trade and Employment**

The employee shall devote his/her whole time to company's work. No employee shall except with the prior written permission of the Management, engage directly or indirectly in any trade Or business either with or without remuneration during the course of his/her employment with the company.

1) An employee may, however, undertake honorary work, which is social/ charitable/religious and does not interfere with the employee's performance of duties.

2) Confidential Matters– No employees shall in anyway reveal business/technical information, unless authorized to do so. It is the responsibility of every employee to avoid actions that may have adverse reaction on any policy/action of the company.

3) GiftsfromSuppliers/Customers-NotEmployeeshalldirectlyacceptfromanysuppliers Or customers gifts in cash or kind including any pecuniary advantage/saving whether in India or abroad.

II. **Dealing with Company's Suppliers/Customers**

1) No employee will either directly or indirectly be associated with supplies of goods/ materials/services to the company.

2) No Employee will have either directly or indirectly any business arrangement outside the ambit of Company's dealings with the Company's customers/agents/suppliers.

3) Concealment of information with regard to the above will be viewed very seriously by the Management.

III. **Misconduct**

The following acts will also be treated as misconduct:

1) Willful insubordination/disobedienie either alone/in association with others.

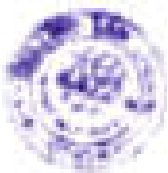
2) Taking Bribes, causing sabotage and willful damage, theft or fraud in connection with company's work or property.

3)Giving to the company false information or concealing information at any point of time specially information which would forewarn the company about any harm likely to come from individual or competitor.

ATTESTED

pantaloons

Aditya Birla Fashion and Retail Limited (formerly known as Pantaloons Fashion & Retail Limited)
Zonal Office (East): Megatherm Tower, 6th Floor, Block-GP, Sector-5, Salt Lake Electronic Complex,
Bidhannagar, Salt Lake City, Kolkata-700091, West Bengal, India T: +91 33 40609400
Regd. Office:Piramal Agastya Corporate Park, Building 'K', 4th and 5th Floor, Unit No. 401, 402, 501, 502, L.B.S. Road, Kurla, Mumbai - 400 070, India
T: +91 - 8652400000 | F: +91 - 8652400400 | E: care@adityabirla.com | W: www.abfrl.com
Corporate ID No.: L18101MH2007PLC233928



ADITYA BIRLA

FASHION & RETAIL

4) Habitual absence without leave or absence without leave for more than ten consecutive days or overstaying the sanctioned leave without sufficient grounds or proper or satisfactory explanation.
5) Habitual neglect of work, or negligence.
6) Refusal to accept any communication from the Management.
7) Acting in a manner intended to bring discredit to the Company.
8) Drinking/gambling/creating nuisance in the premises.
9) Spreading false rumors or other acts of indiscipline.
10) Collection without the permission of Manager of any money within the premises of the Company.
11) Striking work/inciting others to strike or other acts subversive of discipline.
12) Conviction in a court of law for any criminal offence moral turpitude.
13) Habitual breach of laws of the land or any law applicable to the company or any rules there under.
14) Breach of instructions for the maintenance and operations of any plant/machinery/department.
15) Unauthorirued removal of company's documents/drawing/property/fropiaceofwork.
16) Giving assurance to any person for providing employment in the company without proper authorization.
17) Holding meeting inside the premise of the establishment without permission.
18) Distributing or exhibiting within the premises any handbills, pamphlets, posters or other visible Representation without previous sanction from Manager.
19) Willful Damage to Work in Process or to any Property of the Company.
20) Failure to Observe Safety Instructions notified or Interference with any Safety Device or Equipment Installed within the Company.
21) Unauthorised Possession of any lethal weapon in the establishment.
22) Involving in Proxy Swiping/Punching other employee's identity card.
23) Misuse of Loyalty Programs by employees for benefit of self and/or others.
24) Using abusive/threatening/filthy language against any employee or any visitors/customers.
25) Involving in any fights/physical assaults in the premises.
26) Non Adherence of IT Security policy of the company.
27) Insider Trading of Securities.
28) Revealing or sharing of Intellectual Property and/or expert knowledge gained during the course of Employment with any outsider, during and after the course of employment.
29) Sexual harassment which includes unwelcome usual determined behavior r[whether directly or By implication] such as:-

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i. Physical contacts and advances or
ii. A demand or request for sexual favors or
iii. Sexually colored remarks or
iv. unwelcome physical, verbal or non-verbal conduct of sexual nature
v. Showing pornography or

The List is only indicative and not exhaustive. All Employees are advised to refrain From any acts of Omission/commission/which could be viewed as Misconduct by the management.

IV. **Consumption of Intoxicating Drinks/Drugs**

1) **Non Smoking**-Staff members should refrain from smoking and/or consumption of Intoxicating drinks/drugs in the office premises.

2) **Company Property/Equipment** - All property of the company entrusted to the Employee during the course of his/her employment shall be returned in good condition, on separation from the company, as directed by the Management.

3) **Personal Grooming and Dress Code** - All employees are expected to maintain a high Standard of personal grooming and observe proper dress/uniform norms. Informal Cloths (Jeans, T-Shirts etc.) are unacceptable as office wear during weekdays at Home Office and Zonal Office. This is especially important when an employee is on official Tour or is likely to come in contact with suppliers/customers/dealers.

The Management reserves the right to add or delete any or all of the above provision at any time Without notice and without assigning any reason thereof. Such changes shall become effective Immediately upon being notified to the employees concerned.

I Mr./Ms. Arnab Sardar have read the CODE OF CONDUCT and agree to abide by its Clauses.

Employee Name: Arnab Sardar

Designation: Co-ordinator

Location: Pt Courtcity Mall

Date: 15.07.22.

Employee Signature - Arnab Sardar

People Officer Signature Chatak

ATTESTED

PROPRIETOR
MAHESHWARI Pvt Ltd

pantaloons

Aditya Birla Fashion and Retail Limited (formerly known as Pantaloons Fashion & Retail Limited)
Zonal Office Based : Megatherm Tower, 4th Floor, Block-GP, Sector- V, Salt Lake Electronic Complex,
Bidhannagar, Salt Lake City, Kolkata-700091, West Bengal, India T: +91 33 40039400
Regd. Office: Piramal Agastya Corporate Park, Building 'A', 4th and 5th Floor, Unit No. 401, 403, 501, 502, L.B.S. Road, Kurla, Mumbai - 400 070, India
T: +91 - 8612905000 | F: +91 - 8612905400 | E: aditya.care@adityabirla.com | W: www.abfrl.com
Corporate ID No.: L18101MH2007PLC174761

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE :"600, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 6336922173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Sandip Acharjee

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 1/08/2022 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc. Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of **retainership** your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I,Sandip Acharjee accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Sandip Acharjee, 1/8/22

Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

DGM-HRD,Admin & Compliance

HR Manager
Arambagh Foodmart Pvt. Ltd.

Arambagh Foodmart Pvt. Ltd.

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PRINCIPAL
MAHISHADAL RAJ COLLEGE

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 59B, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Somasri Mondal

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 1/08/2022 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc. Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of **retainership** your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I, Somasri Mondal accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Somasri Mondal
01.08.24
Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

DGM-HRD,Admin & Compliance
HR Manager
Arambagh Foodmart Pvt. Ltd.

Arambagh Foodmart Pvt. Ltd.

ATTESTED
PRINCIPAL
MANISHADA RAI COLLEGE

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 59B, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Kabita Maity

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 1/08/2022This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc. Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of **retainership** your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I,Kabita Maity accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Kabita Maity, 01.08.22

Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

DGM-HRD,Admin & Compliance

HR Manager
Arambagh Foodmart Pvt. Ltd.

Arambagh Foodmart Pvt. Ltd.

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MAHISADAL RAJ COLLEGE

DealsKart
Online Services Pvt. Ltd

Regd. Office: H.No. 238A/B, Mehta Chewk, Near Juhi Clinic Dedawadi Jain Mandir Road, Mehrauli, New Delhi - 110030Phone: 0124-6020531 | Email: hr@dealskart.in

27-Jun-2023

DLS/APL/126478/230627

Gosthogopal Das,

Kolkata

Dear Gosthogopal Das,

Sub: Letter of Appointment at Dealskart Online Services Private Limited

We are pleased to appoint you at the position of **Sales Associate** at **Dealskart Online Services Private Limited** ("Company") You are required to join us on **27-Jun-2023**. Your employment shall be based at **Kolkata** and shall be governed by the terms and conditions of this Letter/Agreement. You shall be governed by the policies, rules, processes, handbooks, and regulations of the Company as applicable and amended from time to time (the "Company Policies"). You acknowledge that given the dynamic and evolving industry, that the Company is a part of future growth and expansion of the company may result in changes to reporting relationships from time to time.

1) Compensation and Benefits

You will be paid the Compensation as per the enclosed annexure(s). The Company reserves the right to revise/re-structure employee's Compensation at any time in accordance with its performance management and compensation policies.

2) Probation Period

You will be on probation for an initial period of **180 days** from your date of your joining. Thereafter, your employment may be confirmed, or probation period may be extended by the Company at its sole discretion. Non-communication of extension of probation, within 10 working days from the expiration of **180 days** shall be deemed as a confirmation of your employment, to be governed by the terms herein.

During the period of probation, either party may terminate the services by giving **30 days** written notice or pay proportionate Basic Salary (excluding variable) in lieu of any unserved notice the other party. The Company in this event will not be liable to pay any amount for the remaining probation period, if any. However, in case of non-satisfactory performance during the probation period, the Company reserves the right to terminate your employment with immediate effect without any notice.

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3) Professional Commitment

All employees are required to comply with Company Policies as amended from time to time, which are available at the company's HR Portal specified for the purpose. You are expected to read, understand, and keep yourself apprised of the policies and also the changes/amendments to them from time to time. In case of any questions in respect of the Company Policies, you may reach out to the HR team for clarifications.

4) Conflict of Interest

a) During your employment, you will not engage in any activity or investment that:
   i) conflicts with the Company's business interests,
   ii) occupies your attention so as to interfere with the proper and efficient performance of your duties and obligations towards the Company, or
   iii) interferes with the independent exercise of your judgment in the Company's best interests.

b) You will devote your entire time to the work of the Company and will not undertake any direct / indirect (including as an employee, independent contractor, consultant, principal, agent, director, joint venture party, partner, trustee, beneficiary etc.) business or work, honorary or remuneratory except with the written permission of the Company in each case.

c) During your employment and for a period of 12 months from the cessation of your appointment with the Company howsoever caused (whether your employment is terminated by you or the Company and whether with or without cause), you will not solicit, induce or encourage:
   i) any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company,
   ii) any existing investor to become associated with or perform services of any type for any third party.

5) Non-Solicitation of Clients and Employees; Non-compete

a) You agree that you will not at any time during your employment with the Company during the period of 12 months "(Restrained Period)" from the date of termination of your employment with the Company howsoever caused (whether your employment is terminated by you or the Company and whether with or without cause)):
   i) either individually or through any Company controlled by you or on behalf of a third party, directly or indirectly, canvass, solicit or endeavor to entice from the Company any client or customer(s) of the Company, or any person(s), who at any time during your employment, are the clients or employees or customers of the Company, or had a relationship with the Company.
   ii) either individually or through any Company controlled by you or on behalf of a third party, directly or indirectly solicit for employment, or endeavor to employ or to retain as an independent contractor or agent, any person who is an employee of the Company as on the date of termination of your employment or was an employee of the Company at any time during the Restraint Period;
   and
   iii) Counsel, induce, interfere, or otherwise assist any person to do any of the acts referred to in sub-paragraphs (i) and (ii) of this clause.

b) You agree and undertake that you shall not accept, continue or engage in, whether directly

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or indirectly, any engagement, whether part or full time (whether as a consultant, employee, contracted employee or an outsourced worker), any job, profession, business, service or vocation of any kind whatsoever, which is in competition with the Company or its affiliates, whether individually or in a Company, firm, sole proprietorship or other entity, for a period of 12 months from the date of termination of employment with the Company.

c) You agree that the restrictions set out above are reasonable and valid, and all defenses to the strict enforcement of this covenant by the Company are waived by you.

6) Copyright

Any and all copyrightable works prepared by you within the scope of your employment by the Company will be works made for hire, that the Company will own all rights under copyright in and to such works, and that the Company will be considered the author of all such works. If and to the extent that any applicable jurisdiction should fail to deem any copyrightable work prepared by you within the scope of your employment by the Company to be a work made for hire owned by the Company, you hereby irrevocably assign to the Company all rights, title and interest in and to such work to the extent permissible under applicable laws.

7) New Inventions

You will promptly and fully disclose to the Company any and all inventions, discoveries, designs, developments, improvements, and trade secrets and intellectual property by whatever name called whether or not patentable (collectively "Inventions") that you solely or jointly may conceive, develop, reduce to practice or otherwise produce during your employment with the Company. Subject to the 'Notice' below, you agree to grant, and you hereby grant, transfer and assign to the Company all your rights, title and interest in and to such Inventions. You waive any claim towards the Company of any nature whatsoever that you now or hereafter may have for infringement of any patent application, patent, or other intellectual property right relating to any Inventions so assigned to the Company.

Notice: Your obligation to assign rights shall not apply to any invention that:

a) was developed entirely on your own time without using any equipment, supplies, facilities, or trade secret information of the Company.
b) does not:
   i) Relate directly to the business of the Company or
   ii) Result to the actual or demonstrably anticipated research or development of the Company; or
   iii) Result from any work performed by you for the Company.

It is clarified that unless expressly required by law, the Company is not required to designate you as an author of any design, computer program, process or related documentation, or other work of authorship assigned, nor it is obligated to seek your consent for any modifications here to or for any other acts in relation thereto. You acknowledge that the compensation paid to you under the terms of this Agreement constitutes whole and adequate compensation for giving effect to the provisions of this section. You accordingly waive any and all rights to authorship, including but not limited to any rights to identification of or claiming authorship of the aforementioned works, and all rights of approval of or limitations or modifications to the same and all rights to restrain or claim damages in

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respect of any distortion, mutilation, modification or other acts in relation to the aforementioned works of authorship.

8) Excluded and Licensed Inventions

You must list and describe all Inventions that you are currently developing and all Inventions belonging to you and made by you prior to your employment with the Company that you wish to have those excluded from this Agreement.

If no such list is provided, you represent that there are no such Inventions. As to any Invention in which you have an interest at any time prior to or during your employment, if you use or incorporate such an Invention in any released or unreleased Company product, service, program, process, machine, development or work in progress, or if you permit the Company to use or incorporate such an Invention, the Company is hereby granted and shall have an exclusive, irrevocable, perpetual, royalty-free, worldwide license to exercise any and all rights with respect to such Invention, including without limitation the right to protect, make, have made, use and sell that Invention without restriction and the right to sublicense those rights to others.

9) Documentation of Intellectual Property Rights

To the extent permissible under applicable laws, you agree to execute, acknowledge, verify and deliver to the Company, or cause the same to be accomplished, any and all further documents required under applicable laws (including without limitation patent applications, certificates of authorship, and other instruments appropriate for the protection and enforcement of intellectual property rights throughout the world) and render all reasonable assistance that the Company may reasonably deem necessary or appropriate to carry out, evidence or effectuate the purposes or intent of this Agreement. If for any reason whatsoever you fail to execute, acknowledge, verify or deliver any such document reasonably requested by the Company, you hereby irrevocably appoint the Company and its duly authorized officers and agents as your agent and attorney in fact, to act in your stead to execute, acknowledge, verify and deliver any such document (as applicable) with the same legal force and effect as if done by you. In furtherance of this Agreement, you will testify at the Company's request and expense in any legal proceeding arising during or after your employment.

10) Leave Entitlement

Your leave entitlement shall be as per the Company Policies formulated from time to time. Absence for a continuous period of seven days without prior approval of your superior (including overstay of leave / training), would automatically terminate your services without any notice or intimation unless the Company communicates in writing to the contrary.

11) Working Days

The Company works on a 24*7 environment and hence you may have rotational shifts depending on your role, and in accordance with applicable laws.

12) Relocation

The Company may transfer you for work at any of the Company's other offices or its affiliates' offices, existing or to be opened in future, as it may deem necessary.

13) Role & Responsibility

The Company may change your role and responsibilities for work, at its discretion as it may consider necessary from time to time as necessary for the company's business and in accordance with relevant Company Policy.

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14) Termination & Notice Period

a) Your employment will also be governed by Company Policies applicable from time to time. The Company reserves the right to terminate your employment without cause with a notice of **30 days** prior to probation confirmation and **30 days** post confirmation or by paying proportionate Basic Salary (excluding variable) in lieu of any short notice basis management' s discretion.

b) Your employment /Services can be terminated forthwith (for cause) in the event of misconduct (which includes but is not limited to non-adherence of or breach of this Agreement & Company Policies, indiscipline, committing a criminal offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to the Company's reputation etc.) or if you are guilty of any act or omission adversely affecting the goodwill, reputation, credit, operations or business of the Company

c) If you wish to terminate your employment with the Company, you shall be required to serve minimum of **30 days** prior to confirmation and **30 days** post confirmation notice.
The Company, on its sole discretion may decide to waive off/reduce the notice period depending upon the exigencies. In such case, you will be required to pay to the company the Basic Salary for the notice period so reduced/waived off. The Company in this event will not be liable to pay any amount for the remaining notice period.

d) On termination of employment, you shall immediately:
   i) deliver to the Company or as may be directed, all Confidential Information; and
   ii) return to the Company all equipment, security keys, and any other property belonging to the Company.

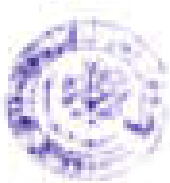
e) The Company reserves its right to place you under suspension in case any act of commission or omission constituting misconduct or misdemeanor, any act subverting discipline or violating Company Policies or detrimental to the reputation or goodwill of the Company or prejudicial to the business, interests of the Company, etc., is alleged against you or is committed by you. In case of suspension you will be bound by the terms and conditions as contained in the letter of suspension including direction to mark your attendance at the directed place at the allotted time. During the suspension period you would be entitled to the subsistence allowance at the rate of 50% of the monthly Basic Salary, unless if otherwise not governed otherwise by any other applicable legal requirement.

15) Confidentiality & Non-Disclosure

During your employment you will have access to confidential information relating to Company, its shareholders, its related and affiliated entities and clients (collectively "Confidential Information"). Confidential Information shall include any confidential and proprietary information concerning or relating to the Company or the business of the Company, including but not limited to trade secrets, secret formulae, computer hardware, software programs and designs, databases, sensitive information regarding the Company, its shareholders, related parties, affiliated entities, vendors, employees and clients of the Company, specifications, financial and accounting information, customer and supplier details , correspondence, negotiations and / or contracts with customers and suppliers, market research or other reports pertaining to the Company, performance data, business plan and marketing strategies of the Company & research and development plans and expenditure, research databases and any other information or material that the Company in the future may indicate as confidential, or which may be prima facie confidential .

a) During your employment and at all times thereafter, you will neither disclose any Confidential

ATTESTED
PROPRIETOR
MAHESHWARI AND ASSOCIATES



information to anyone outside the Company nor use for any purpose other than your work for the Company any Confidential Information.

b) You will not disclose Confidential Information to other Company employees except on a "need-to-know" basis.

c) If you have any questions as to what comprises such Confidential Information or to whom if anyone it may be disclosed, you will consult your Department Head immediately.

16) Company Property

a) You will be responsible for the safekeeping and return in good condition and order of all the property of the Company, which may be in your use, custody, care, or charge. For the loss or damage of any property of the Company in your possession, the Company will have the right to assess on its own basis and recover the actual damages of all such material from you and to take such action as it deems proper in the event of your failure to account for such damages to material or property to its satisfaction.

b) You acknowledge and agree that you will have no ownership or interest in materials, data or information stored on or transmitted using the Company owned or the Company leased property or equipment, all of which shall be subject to access by the Company at any time without notice. When your employment by the Company ends or expires, you will immediately return to the Company all documents, notes, manuals, specifications, designs, pictures, devices, code, email, documents, CDs and tapes created during or related to your employment with the Company, as well as any other material in any form or media containing any Confidential Information. You will also return all keys, access cards, credit cards, identification cards and other property and equipment belonging to the Company.

17) General

a) You are offered on the basis of your educational qualification, background, certification, and prior experience mentioned by you in your application / personal information form/resume and contingent on us receiving a positive reference check from your previous employer(s). In the event any material fact or document, based on which the company offered you employment, is found to be incorrect or untrue, the company shall have the right to terminate your employment immediately without any notice or salary in lieu and you agree to indemnify the company for any loss resulting to the Company on account of such misrepresentation.

b) You will inform in writing to the Company any change of address or details impacting statutory benefits within a week from the change of the same, failing which, any communication sent on your last recorded address shall be deemed to have been served to you.

c) The designation assigned to you may be revised depending upon work assignments/responsibilities being undertaken from time to time or as per Company's structural changes.

d) You will comply, and do all acts that may be necessary for the Company to comply, with the laws and regulations of the central government and all the state governments under which the Company does business, and with provisions of contracts that the Company is privy to.

e) This offer is governed by and subject to Indian laws. In case of any dispute, the jurisdiction to entertain and try such dispute shall vest exclusively in a Court of competent jurisdiction in New Delhi. You will be liable to the Company for violation of terms of this offer, as per applicable laws.

f) The terms of this offer detailed above are strictly confidential and should be treated as

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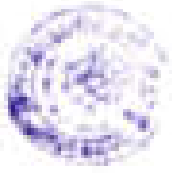
MAHESHWARI RAI COLLEGE



privileged information between you and the Company.

g) In the event any clause or part thereof of this offer is held to be unenforceable or invalid then said clause or part shall be severed and struck off and all remaining provisions shall remain in full force and effect.

h) You acknowledge that the Company has provided you with a reasonable opportunity to review this offer and you accept & acknowledge that you understand the terms and conditions mentioned above.

i) The terms mentioned in this letter shall supersede any prior communications, oral or written.

We look forward to having you contribute to our business growth and wish you all the best in your new assignment. Please return us a signed copy of this letter as a token of your acceptance to the above Agreement on **27-Jun-2023**.
In the meantime, do not hesitate to call us, if you have any questions.

Yours truly,

For **Dealskart Online Services Private Limited**

Authorised Signatory

Puneet Manocha

Received and Accepted

152.58.181.0, 49.44.115.205, 95.101.143.70|10.72.10.181

27-Jun-2023

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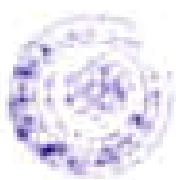
PRINCIPAL
MAHESHWARI JAIN COLLEGE



DealsKart
Online Services Pvt. Ltd
Regd. Office: H.No. 339A/B, Mehta Chown, Near Juni Chino Deswali Jain Mandir Road, Mehrauli, New Delhi - 110030Phone: 0129-6620591 | Email: hr@dealskart.in

Salary Annexure

Annexure - I (Compensation Breakup)		
Particulars	**Monthly (INR)**	**Annual (INR)**
Basic Salary	9,250	1,11,000
House Rent Allowance	4,625	55,500
Statutory Bonus	1,250	15,000
Special Allowance	1,539	18,465
Employer Provident Fund	1,295	15,536
Employer ESIC	542	6,499
Fixed Salary	**18,500**	**2,22,000**

- Your salary is strictly confidential, and you should not disclose it to anyone without prior permission of the Company in writing.
- Only those employees who have joined the company on or before 30th September of the respective financial year would be eligible for appraisal cycle for the respective Performance Year. The Performance appraisal policy of the company is subject to changes.
- Gratuity: Payment will be made as per Payment of Gratuity Act
- Group Mediclaim Policy: You will be eligible for Mediclaim Benefit, as per Company Group Mediclaim Policy. You can enroll yourself and your family (Spouse + 2 Kids). This policy is not applicable for employees who are covered under ESIC as per eligibility criteria defined by the Statutory authorities.
- Group Personal Accident Policy: You will be eligible for Accidental, Weekly benefit and Death Benefit as per Group Personal Accident Policy governed by the company.
- Group Term Life Policy: You will be covered under group Term life policy governed by the company.

Note: The employee benefits of the Company would be subject to change from time to time, as per Company's Policies.

For **Dealskart Online Services Private Limited**

Authorised Signatory

ATTESTED
Principal
Mahamaya Rajkiya College

Received and Accepted

DealsKart
Online Services Pvt. Ltd

Regd. Office: H.No. 339A/B, Mandu Chowk, Near Juhi Clinic Dadewadi Jain Mandir Road, Mehrauli, New Delhi - 110030Phone: 0129-6620551 | Email: hr@dealskart.in

Puneet Manocha

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27-Jun-2023

ATTESTED
PRINCIPAL
MARISHLATAL JAIN COLLEGE

Baazar Kolkata

Baazar Retail Private Limited

PS Srijan Corporate Park Office No 1103 Tower 1, Block GP, Sector V,

Payslip for the month	Jan - 2023	**Emp Code**	15796	**Employee Name**	Amish Sarkar
Days Paid	22.00 + 0.00	**Joining Dt**	16-Jan-2023	**Branch**	Sealdah
Department	Retail Operations	**Division**	Store Operations	**Designation | Role**	Associate I
UAN		**PF No**		**ESIC No**	
PAN	OUDPS5229K	**Bank Name**	State Bank of India	**Bank Account No**	41147988942

Earnings	Amount	Deductions & Recoveries	Amount
Basic	3472.00	Provident Fund_EE	417.00
House Rent Allowance	3472.00	ESIC_EE	53.00
Amount Total	6944.00	Amount Total :	470.00
		Net Pay :	6474.00

Net Pay : Six Thousand Four Hundred Seventy Four Rupees

This is a system generated pay slip and does not require any signature

ATTESTED

MAHESH

TRENT

TRENT LIMITED

Pay Slip for December 2022

Employee Name	[illegible]		
Designation	[illegible]		
Location	[illegible]		
Date of Joining	[illegible]		
Group DOJ	[illegible]		
Special Days	Holiday Days: [illegible]		
Attendance	PR [illegible]	ABS [illegible]	
	WO [illegible]	LWP [illegible]	

Earnings	Current Month	YTD Earnings	Deductions	Current Month	YTD Deductions
Basic	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
House Rent Allowance	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Incentive	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
			[illegible]	[illegible]	[illegible]
Total	[illegible]	[illegible]		[illegible]	[illegible]

Net Pay : Rs. 10,318.00 Rupees Ten Thousand Seven Hundred Fifty Six Only

Message : [illegible]

"Wishing Holiday Greetings on the day, made delivery."

"This is a system generated pay slip, does not require signature"

ATTESTED

PRINCIPAL
MARSHALL'S LAW COLLEGE

Reliance SMSL Limited

ANNEXURE - I

TERMS & CONDITIONS OF EMPLOYMENT

1. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any notified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will come to end on the day you are found medically unfit by the Medical Officer.

2. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.

3. The address as indicated in your application for appointment shall deem to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.

4. All the above emoluments should be reduced in the event of absence without leave or leave without pay. Only Basic Salary shall be included for computing the contribution to the Provident Fund.

5. You are required to submit the following documents, if the same have not been submitted earlier

   a. Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials in original together with copies thereof.

   b. Copies of your passport photographs with grey background.

   c. Copy of Passport / Ration Card / Voter's ID / driving license or any other document as proof of your residence and photo identity.

6. You have hereby given no objection to the Company/Or its group Companies and associates sharing your personal information and documents, including but not limited to Aadhar number, other Government issued ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organisation that Reliance Retail has appointed and being in anytime past for the purpose of background checks and verifications, in order to avail services such as employment / hospitality / management / payroll / credit / insurance / house on rent / vehicle on rent, etc.

7. You have hereby authorised the Company or any agency/ agencies appointed by them from time to time to share your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorised users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the agency.

8. You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency platform.

9. Your No Objection will be consistent with the arrangement between the Company and any agency / organisation engaged by the Company for Reference / Antecedent Verification of your current and past employments.

10. In order to ensure the uniformity and maintenance of a good appearance before the Customers of the Establishment, the Establishment may at its options provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.

11. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.

ATTESTED

PRINCIPAL

Reliance SMSL Limited

I have read and / or have been explained the contents of the above contract of employment in _____ (language) and I hereby declare that I have fully understood the above terms and conditions and declare the same to be binding on me in its entirety and also give my consent to the clauses 8 & 9 specifically.

Name : Srimanta Bagal.

Signature : S Bagal

Date : 23.09.2022

ATTESTED

PRINCIPAL
MAHISHADAL BM COLLEGE

Reliance

Reliance DMSL Limited - West Bengal
PAYSLIP FOR THE MONTH of November 2022

EMPLOYEE No.: [illegible]
PAYSLIP LOCATION: PHCC Kilbatria
NAME: Mr. Srikanta Sagar
UAN No.: [illegible]
PAYSLIP No.: 2

PF A/c No.: TMUBMD0170000000041682
Pension A/c No.: TMUBMD0170000000041682
ESIC A/c No.: 4118821/001

BANK NAME : STATE BANK OF INDIA
BANK A/C No.: 39011305481

EARNINGS	(This month (Rs))	Arrears (Rs)	DEDUCTIONS	(This month (Rs))	Arrears (Rs)
Basic	6,591.67		Provident Fund	707.00	
DRA	4,150.65		Prof Tax - Full period	200.00	
			To ESI contribution	83.00	
			Recovery of round off amc	5.18-	
			Util Recovery	65.42	
	10,741.32				
GROSS EARNINGS Rs.		10,741.32	TOTAL DEDUCTIONS Rs.	1,001.32	1,001.32

Current Month Total days: 30.00
Paid Days : 29.50
Absence Days : 0.50
Prev.month(s) Absence
Paid / Recovered(-): 0.00

NET PAY Rs. : 9,740.00

SIGN COLLEGE

Absence days for November 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

43

Reliance

Reliance SMSL Limited - West Bengal
PAYSLIP FOR THE MONTH OF August 2022

EMPLOYEE NO.: 60579824	NAME: Mr. Sk Sishan Ali	PAYSLIP NO.: 1
PAYSLIP LOCATION: SMF.Bagnan	UAN No.: 101450222195	
PF A/c No.: TRVSND11767800005534803	Pension A/c No.: TRVSND11767800005534803	ESIC A/c No.: 4026841479
BANK NAME : BANK OF BARODA		BANK A/C NO.: 00420100041978

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Basic	6,500.00		Provident Fund	780.00	
Cash Handling Allowance	110.04		Prof Tax - Full period	110.00	
HRA	3,600.00		Ex ESI contribution	93.00	
Sales Incentive	1,629.55		Salary Advance Recv	780.00	
Holiday Compensation	325.81		GTIL Recovery	65.42	
ARRS Refund	780.00				
	13,145.42			1,808.42	
GROSS EARNINGS Rs.		13,145.42	TOTAL DEDUCTIONS Rs.		1,808.42

Current Month Total days: 31.00	Prev.month(s) absence	NET PAY Rs. 11,337.00
Paid Days : 31.00	Paid / Recovered(-): 0.00	
Absence Days : 0.00		HRAA COLLEAGUE

It is mandatory for an employee to give the correct PAN data to the employer. Pl. verify your PAN in R-Connect and intimate any corrections through Just Ask / HR SP, who will guide you on process of PAN update through R Connect.

Absence days for August 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Reliance

Reliance SMSL Limited - West Bengal
PAYSLIP FOR THE MONTH of September 2022

EMPLOYEE NO.: 40573824	NAME: Mr. SK Ishan Ali	PAYSLIP NO.: 1
PAYSLIP LOCATION: SMF.Bagnan	UAN No.: 101450222598	
PF A/c No.: TNVSS0117678000000534801	Pension A/c No.: TNVSSD1176780000534801	ESIC A/c No.: 4012861470
BANK NAME : BANK OF BARODA		BANK A/C NO.: 00420100041978

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Basic	8,500.00		Provident Fund	900.00	
Cash Handling Allowance	125.13		Prof Tax - Full period	110.00	
HRA	3,400.00		Ee ESI contribution	82.00	
Bonus	6,431.40		Salary Advance Recu	7,217.00	
Sales Incentive	700.00		Recovery of round off amt	0.11	
ABBY Refund	700.00		GTIL Recovery	45.42	
	10,262.53			8,354.53	
GROSS EARNINGS Rs.		10,262.53	TOTAL DEDUCTIONS Rs.		8,354.53

Current Month Total days: 30.00	Prev.month(s) absence	NET PAY Rs. 1,908.00
Paid Days : 30.00	Paid / Recovered(-): 0.00	
Absence Days : 0.00		DEAR COLLEAGUE

It is mandatory for an employee to give the correct PAN data to the employer. Pl. verify your PAN in R-Connect and intimate any corrections through Just Ask / HR BP, who will guide you on process of PAN update through R Connect.

Absence days for September 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Reliance

Reliance SMSL Limited - West Bengal
PAYSLIP FOR THE MONTH of October 2022

EMPLOYEE NO.: 60579824	NAME: Mr. Sk Jishan Ali	PAYSLIP NO.: 1
PAYSLIP LOCATION: SMP Bagnan	UAN No.: 101650222795	
PF A/c No.: TNVSH0111767000005348801	Pension A/c No.: TNVSH0111767000005348801	ESIC A/c No.: 4030661679
BANK NAME : BANK OF BARODA		BANK A/C NO.: 30420100041678

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Basic	6,500.00		Provident Fund	780.00	
Cash Handling Allowance	128.44		Prof Tax - Full period	110.00	
HRA	3,600.00		Ee ESI contribution	93.00	
Sales Incentive	1,800.00		Salary Advance Reco	700.00	
Holiday Compensation	325.81		Recovery of round off amt	0.17-	
ABRY Refund	780.00		GTIL Recovery	45.42	
	13,134.25			1,808.25	
GROSS EARNINGS Rs.		13,134.25	TOTAL DEDUCTIONS Rs.		1,808.25

Current Month Total days: 31.00	Prev.month(s) absence	NET PAY Rs. 11,326.00
Paid Days : 31.00	Paid / Recovered(-): 0.00	
Absence Days : 0.00		

DEAR COLLEAGUE

It is mandatory for an employee to give the correct PAN data to the employer. Pl. verify your PAN in R-Connect and intimate any corrections through Just Ask / HR Sr. who will guide you on process of PAN update through R Connect.

Absence days for October 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Reliance

Reliance JMDL Limited - West Bengal
PAYSLIP FOR THE MONTH of October 2022

EMPLOYEE NO.: 60987052	NAME: Mr. MD Khalil Alam	PAYSLIP NO.: 1
PAYSLIP LOCATION: RMP SHYAMPUR	DOB No.: 101855271331	
PF A/c No.: TRV/SBO11787860000820344	Pension A/c No.: TRV/SBO11787860000820344	ESIC A/c No.: 4021032897
BANK NAME : PUNJAB NATIONAL BANK		NAME A/C NO.: 5887001700046567

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Basic	6,500.00		Provident Fund	780.00	
Cash Handling Allowance	75.83		Ee ESI contribution	34.00	
HRA	3,251.00		Recovery of round off amt	0.27	
			GTIL Recovery	45.42	
	9,826.69			859.69	
GROSS EARNINGS Rs.		9,826.69	TOTAL DEDUCTIONS Rs.		859.69

Current Month Total days: 31.00	Prev.month(s) absence	NET PAY Rs.	8,927.00
Paid Days : 31.00	Paid / Recovered(-): 0.00		
Absence Days : 0.00		DERA COLLEGE	

Absence days for October 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

LANDMARK GROUP

max LANDMARK GROUP

PRIVATE & CONFIDENTIAL

May 23, 2022

Ms .SHUCHISIKTA MAITY
Raj Sammilonee - Durgapur-Max

Dear SHUCHISIKTA MAITY

We have pleasure to appoint you in our Company, as per below:

Role	: SENIOR CRE
Designation	: Senior Assistant
Grade	: A4

1. Date of Appointment

Your appointment is effective from 21 May 2022. This is to inform **you that this letter will be null and void** in case you do not report on the above date.

2. Place of Posting & Nature of work

Your posting shall be at **Raj Sammilonee - Durgapur-Max. However**, during the employment with the Company, you may be posted / transferred to any of the offices / projects / divisions of the Company or group companies existing or to be set up at any other location in India. Your assignment or work can be changed or altered whenever necessary at the discretion of the Management to suit any new developments or requirements of the company on the same terms and conditions, without any additional benefits.

3. Compensation & Benefits Program

You shall be paid an annual Gross Potential Earning of INR. **165000/- (One Lakh Sixty Five Thousand).** Other perquisites benefits applicable to your grade shall be payable as per company policy in force. Compensation & Benefit Program applicable to you is provided in **Annexure I**. Your compensation is confidential and if need arises, you may discuss it only with your Reporting Manager or Human Resource Manager.

4. Probation / Confirmation

You will be on probation for a period of 6 months, which may be extended or reduced at the sole discretion of the Management. Unless your period of probation is extended in writing, your employment will be deemed as confirmed.

ATTESTED

PRINCIPAL
M. BESHADU HIGH SCHOOL

5. Insurance

You shall be covered under Mediclaim Insurance Policy for Hospitalisation as per eligibility and Company rules as applicable from time to time.

max

Lifestyle International Pvt. Ltd.
Max Retail Division,
P S Srijan Corporate Park, Tower -4,
19th Floor, Block - GP, Salt Lake City,
Sector - V, Kolkata-700091, West Bengal
Phone: +91-33-4015 2600

www.maxfashionindia.com

Salary Annexure

Annexure - I (Compensation Breakup)		
Particulars	**Monthly (INR)**	**Annual (INR)**
Basic Salary	9,250	1,11,000
House Rent Allowance	4,625	55,500
Statutory Bonus	1,250	15,000
Special Allowance	1,539	18,465
Employer Provident Fund	1,295	15,536
Employer ESIC	542	6,499
Fixed Salary	**18,500**	**2,22,000**

- Your salary is strictly confidential, and you should not disclose it to anyone without prior permission of the Company in writing.
- Only those employees who have joined the company on or before 30th September of the respective financial year would be eligible for appraisal cycle for the respective Performance Year. The Performance appraisal policy of the company is subject to changes.
- Gratuity: Payment will be made as per Payment of Gratuity Act.
- Group Mediclaim Policy: You will be eligible for Mediclaim Benefit, as per Company Group Mediclaim Policy. You can enroll yourself and your family (Spouse + 2 Kids). This policy is not applicable for employees who are covered under ESIC as per eligibility criteria defined by the Statutory authorities.
- Group Personal Accident Policy: You will be eligible for Accidental, Weekly benefit and Death Benefit as per Group Personal Accident Policy governed by the company.
- Group Term Life Policy: You will be covered under group Term life policy governed by the company.

Note: The employee benefits of the Company would be subject to change from time to time, as per Company's Policies.

For **Dealskart Online Services Private Limited**

Authorised Signatory

Received and Accepted

ATTESTED

Puneet Manocha

152.58.181.0,
49.44.115.205,
95.101.143.70|10.
72.10.181

27-Jun-2023

ATTESTED

Baazar Kolkata

Satyajit Sarkar

Employee Code	: 14278
Date of Joining	: 10-08-2022
Blood Group	: B+
Emergency Contact	: 97[illegible]16531

ATTESTED
PRINCIPAL
[illegible] COLLEGE

Ref No.:1488224/BSLZS8141 **Date: 06-01-2023**

Name:Devcharan Singha,

Address: Maheshpur borra patnaur, uttar dinajpur west bengal– 733201, ,
North Dinajpur, North Dinajpur,
West Bengal.
Pin code:733201
Contact no:9800193575

Dear Mr. / Ms.:Devcharan Singha,

Sub: Letter of Appointment – Insurance Agent

In reference to your application for appointment as Insurance Agent, we are pleased to inform you that you have been appointed as an Insurance Agent of Aditya Birla Sun Life Insurance Company Limited (ABSLI). Your Identity card (ID) is also enclosed with this Letter of Appointment.

The details regarding your Appointment are as under:

Date of appointment	**31/05/2023**
Agency/Advisor Code	**BSLZS8141**
Servicing/Reporting Branch	**KOLKATA - DALHOUSIE (227)**
Agency/Reporting Manager	**SUDIPTA BHUNIYA(ZS0033)**

You are requested to kindly quote the above agency/ advisor code in all your correspondences and communications with ABSLI. Note that you are required at all times to carry your ID card while dealing with Customers and display the same.

Your appointment shall be in accordance with IRDAI provisions on Appointment of Insurance Agents and ABSLI policies as applicable from time to time and shall be governed by the terms and conditions as agreed and signed by you. Your appointment shall be valid till the time you resign / apply for surrender or your appointment is terminated by ABSLI. A copy of the terms and conditions is hereby enclosed.

ATTESTED

Further we would like to take this opportunity to confirm your details in our records which are as mentioned below

Pan No	NLYPS3919E
Bank Name	BANK OF BARODA
A/c No	57578100036047
Type of Account	Savings
MICR Code	700012105
NEFT Code	BARB0DALKHO
Email ID	devcharansingha0110@gmail.com

In case of any change in the above details you may please contact your branch accordingly for necessary assistance for updation of your records.

You are advised to visit the reporting branch/reporting manager for more information and details about products and business.

We encourage you to visit advisor portal and visit www.adityabirlasunlifeinsurance.com to conveniently access all your policy details with the help of access codes comprising of your CPIN/TPIN number.

Should you require any further clarification or assistance please contact us at your convenience at the below mentioned centers-

Visit any of our branches; to locate the branch nearest to you kindly log onto www.adityabirlasunlifeinsurance.com

Call us on toll free number -1800-270-7000, between 9 AM to 9 PM (IST), Monday to Saturday.

E-mail us: care.lifeinsurance@adityabirlacapital.com Log on to www.adityabirlasunlifeinsurance.com for further information.

Thank you for choosing Aditya Birla Sun Life Insurance as your preferred insurance partner. We take this opportunity to assure you of our best services at all times and look forward to a mutually beneficial relationship.

Yours Sincerely,

Rajesh Tarani
Designated officer

ATTESTED

Baazar Kolkata

Baazar Retail Private Limited

PS Srijan Corporate Park Office No 1103 Tower 1, Block GP, Sector V,

Payslip for the month	Jan - 2023	**Emp Code**	15796	**Employee Name**	Arnab Sarkar
Days Paid	22.00 + 0.00	**Joining Dt**	10-Jan-2023	**Branch**	Sealdah
Department	Retail Operations	**Division**	Store Operations	**Designation | Role**	Associate |
UAN	-	**PF No**		**ESIC No**	
PAN	OUDPS5520K	**Bank Name**	State Bank of India	**Bank Account No**	41147668642

Earnings	Amount	Deductions & Recoveries	Amount
Basic	3472.00	Provident Fund_EE	417.00
House Rent Allowance	3472.00	ESIC_EE	53.00
Amount Total :	6944.00	Amount Total :	470.00
		Net Pay :	6474.00

Net Pay : Six Thousand Four Hundred Seventy Four Rupees

This is a system generated pay slip and does not require any signature

ATTESTED

PRINCIPAL

WARDS COLLEGE

Reliance SMSL Limited

Ref No: HR/DEC/22/TA/60590823/1001384290
Date: 28.12.2022

TAMAL TARAFDER

08,HOSSENPUR ARANGHATA DHANTALA,HOSSENPUR ARANGHATA DHANTALA
West Bengal,India
741501

Dear TAMAL TARAFDER,

This has reference to your application and the interview you had with us.

We are pleased to offer you the engagement as an **NAPS Trainee** in the trade of **Retail Trainee Associate** in terms of provisions of the Apprenticeship Act, 1961 and rules thereunder.

As discussed, this offer will be subject to following terms and conditions:

1. You shall be paid a consolidated stipend of **120652.00/- p.a. (ONE LAKH TWENTY EIGHT THOUSAND SIX HUNDRED FIFTY TWO Rupees)**. The payment of stipend is linked to actual attendance during the month and payable on proportionate basis, in case of absence.

2. You are required to execute a Contract of Apprenticeship Training as per the Apprenticeship Act, 1961.

3. Your engagement is as an Apprentice and you, not being an employee, will not be eligible and/or entitled to receive any other the benefit as may be applicable to other employees of the company.

4. You shall not, during your Apprentice training with the company, discuss, divulge or communicate to any person or persons any information of a confidential nature relating to the trade or business of the company.

5. The Company will further extend the benefit of Group Personal Accident Policy to you during your apprenticeship training with the company.

6. You shall not engage yourself in any act of misconduct / subversive of discipline or efficiency. Any contravention of the clause will amount to gross misconduct during the Apprentice training and your contract of apprenticeship may be revoked.

7. During our Apprentice training you shall, at all times, wear uniform provided by the formats. You shall adhere to all safety related instructions / SOPs. Your failure to adhere to the rules and regulations / SOPs at your work place may result in revocation of your Apprenticeship contract with immediate effect.

ATTESTED
PRINCIPAL
BIRSHIBLAL KAN COLLEGE

Reliance SMSL Limited

8. Your engagement as an Apprentice is for a period of 12 (Twelve) months. Hence it will automatically come to an end upon completion of 12 (Twelve) months from the date of your joining.

9. The Apprenticeship does not promise regular employment or create any right thereof.

10. Please carry the documents as mentioned in Annexure A on your day of joining.

11. Please sign duplicate copy of this letter in acceptance of this offer.

We welcome you onboard.

Yours sincerely,
For **Reliance SMSL Limited,**

Authorized Signatory

This offer is received. The terms and conditions are explained to me and I accept the same.

Name of the Candidate : TAMAL TARAFDER
Date : 29.12.2022

ANNEXURE A

(i) Two numbers of stamp passport size photographs (White background).
(ii) Fitness certificate (from MBBS doctor).
(iii) Original and one photocopy of this letter.
(iv) Copy of PAN Card and Aadhaar Card.
(v) Cancelled Cheque leaf (CTS 2010 Compliant with IFSC &MICR Codes).

ATTESTED

39

TRENT

TRENT LIMITED

Pay Slip for December 2022

Employee	[illegible]	Date of Birth	[illegible]
Name	[illegible]	Bank Name	[illegible]
Department	[illegible]	P.F. No.	
Location (Div)	[illegible]	E.S.I. No.	[illegible]
Bank Name	[illegible]	Pan	[illegible]
Bank A/c No.	[illegible]	Aadhaar Card No.	[illegible]
Date of Joining	[illegible]	UAN No.	
Group Join	[illegible]	Mobile No.	

Special Days Holiday Days : [illegible]

Attendance [illegible]

Earnings	Current Month	Year To Date Earnings	Deductions	Current Month	Year To Date Deductions
Basic	[illegible]	[illegible]	Provident Fund	[illegible]	[illegible]
House Rent Allowance	[illegible]	[illegible]	Professional Tax	[illegible]	[illegible]
Incentive	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
			Labour Welfare Cess	[illegible]	[illegible]
Total	[illegible]	[illegible]		[illegible]	[illegible]

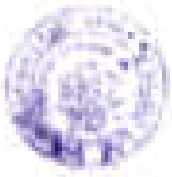
Net Pay : Rs. [illegible] Rupees [illegible]

Message : Happy New Year

*** Many Happy Returns of the day 26th January ***

This is a system generated payslip. Does not require signature

ATTESTED



Reliance SMSL Limited

Ref No. HR/SEP/22/KI/00547022/1061331001

SUMAN LOHAR

Date: 22.09.2022

Offer cum Appointment Letter

Dear SUMAN,

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 **Customer Service Associate** in the employment of the company subject to your joining on or before **22.09.2022**. 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 **Customer Service Associate** in Grade **K1** 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. 120652/- per annum** as below:

	Rs. per month
Basic	6500
HRA	4221
Conveyance Allowance	
Monthly Gross	10721
Annual Gross	128652

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 requirements of the services provided by us to our client and shall also be subject to the requirements of termination or completion 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**

ATTESTED
PRINCIPAL
MANDSHAGAL JAN COLLEGE

Reliance SMSL Limited

I have read and / or have been explained the contents of the above contract of employment in _____ (language) and I hereby declare that I have fully understood the above terms and conditions and declare the same to be binding on me in its entirety and also give my consent to the clause no. 8 & 9 specifically.

Name : Suman Lohar

Signature : Suman Lohar

Date : 22.07.2022

ATTESTED
PRINCIPAL
MAHESHWARI MAI COLLEGE

ATTESTED
PRINCIPAL
MAHESHWARI MAI COLLEGE

Reliance SMSL Limited

Nb. The various clauses of this letter are to be read, understood and interpreted in its entirety and none of the clauses are severable from the remaining.

ATTESTED

PRINCIPAL

MAHIMA [illegible] COLLEGE

Reliance SMSL Limited

20. You are shall engage yourself exclusively in the work assigned by the client, where you are posted for the time being and shall not take up any independent or individual assignments (whether for same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the client / company in dealing with suppliers, customers and all other organisations or individuals doing or seeking to do business with the client / company. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorised in that behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

23. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorised in that behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

26. You shall not at any time either during the contract of your employment or at any time thereafter divulge any information that come to you during the course of your employment without prior permission in writing.

27. As we are manpower service providers to others, in case of any eventuality of our business being closed or terminated, your job is also liable to be ended automatically.

28. You will not enter into any commitments or dealings on behalf of the client / Company for which you have no express authority nor also or be a party to any alteration of any principle or policy of the client / Company or exceed the authority or discretion vested in you without the previous sanction of the client / Company or those in authority over you.

29. You may be selected and sponsored by the Company / or Client for familiarisation / training assignments with our technical collaborators or any other institutions / organisations in India and/or abroad. You will diligently and beneficially take part in the training and such assignments. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.

30. The Establishment condones harassment and discrimination of any nature to be an unacceptable form of behaviour, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.

31. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company that may be in your use, custody, care or charge. For the loss of any property of the company or client in your possession, the company will have a right to recover on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such materials or property to its satisfaction. You will hand over the charge of letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the Company.

32. All proprietary information / material of the client that is made known to you during the time of work assignment shall be received in confidence and you shall not disclose or, except in performing the services, use any such information / material. You agree that all information, correspondence, documents, material or items provided to you by the client or by us are provided to you in trust and on completion of project / assignment or termination of the service, you shall promptly return all such material to the client or company, as the case may be.

33. You shall be required to sign and abide by the Policy on Ethics & Code of Conduct with the Company and shall undertake to sign such declarations that the Policy may demand from time to time.

34. It is hereby expressly agreed and declared that this letter of employment shall be deemed to form have made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided in the court of competent jurisdiction at Mumbai.

35. In case of any / more clauses of this letter of employment becomes [illegible] shall not render the letter of [illegible] void but will be in entirety.

ATTESTED

PRINCIPAL
MARICHUDHA [illegible]

Reliance SMSL Limited

12. During your tenure with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be assigned to you and cannot be shared with anyone. You will be solely responsible and accountable for any unauthorized loss/sharing or breach of confidentiality in any way which has occurred due to the misuse of your credentials.

13. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the client or Company as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the client's establishment of your posting.

14. You shall be entitled to leave and other benefits as per the rules and regulations governing client's establishment where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly holidays may be staggered and determined as per the roster.

15. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present accordingly at the client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered and you may be required to work in shifts on the morning and evening. In case you being a female employee you shall be provided with due security escort up to your residence in case you work beyond 8 pm.

16. You will be required to work on any day of the year, including festival holidays, in the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

17. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary / affiliate of the client / associate. However, such transfer will not entail any decrease in your salary and / or adversely affect your emoluments.

18. In normal course you shall retire from the services of the organization on attaining the age of 58 years.

    a. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

    b. Return to work within 8 days from the commencement of such absence and

    c. Give an explanation to the satisfaction of the Management regarding such absence.

19. You will initially be on probation for a period of Six months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving one month's notice in writing by either side or payment of one month's Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, your services are liable to be terminated at any time without assigning any reason as per the provisions of duties governing your appointment. In case you wish to resign you will give in the notice as per the provisions of the rules governing your appointment. You shall attend duties till you are relieved from service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

20. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being prejudicial and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, dishonesty and commission of an act involving moral turpitude, any act of indiscipline or inefficiency. You may be placed under suspension pending inquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

21. You will be bound by the code of conduct, rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions and terms of employment.

22. You may be laid-off on payment of 50% wages on account of shortage of work, materials, electricity and similar other reasons.

23. You shall extend all cooperation to the client's employees, customers, representatives, etc. and do all such things diligently, faithfully to the best of your skill and ability as may be necessary to serve the client and perform all the duties entrusted to you from time to time. We expect you to work with the high standard of initiative, efficiency and economy.

ATTESTED
PRINCIPAL
MAHESHWARI JUNIOR COLLEGE

Reliance SMSL Limited

ANNEXURE - I

TERMS & CONDITIONS OF EMPLOYMENT

1. Your employment is subject to being declared and continuing medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will stand as null on the day you are found medically unfit by the Medical Officer.

2. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.

3. The address as indicated in your application for appointment shall deem to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.

4. All the above emoluments should be reduced to the extent of absence without leave or leave without pay. Only Basic Salary shall be reckoned for computing the contribution to the Provident Fund.

5. You are required to submit the following documents, if the same have not been submitted earlier

   a. Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials in original together with copies thereof.

   b. Copies of your passport photographs with grey background.

   c. Copy of Passport / Ration Card / Voter's ID / driving license or any other document as proof of your residence and photo identity.

6. You have hereby given no objection to the Company/Or its group Companies and associates sharing your personal information and documents, including but not limited to Aadhar number, other Government issued ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Information Verification Organisation that Reliance Retail has appointed now being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / house on rent / vehicle on rent, etc.

7. You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

8. You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

9. Your No Objection will be concurrent with the arrangement between the Company and any agency / organisation engaged by the Company for Reference / Antecedent Verification of your current and past employments.

10. In order to ensure the uniformity and maintenance of a good authentic before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.

11. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.

ATTESTED

PRINCIPAL

MARISHALAL [illegible] COLLEGE

Reliance SMSL Limited

Ref No. HR/SEP-22/K1/005/7321/0001/22000

SRIMANTA BAGAL

Date: 22.09.2022

Offer-cum-Appointment Letter

Dear SRIMANTA,

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 **Customer Service Associate** in the employment of the company subject to your joining on or before **22.09.2022**. 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 **Customer Service Associate** in Grade **K1** 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. 128652/- per annum** as below:

	Rs. per month
Basic	6300
HRA	4221
Conveyance Allowance	
Monthly Gross	10721
Annual Gross	128652

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject as 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 organisation. The tenure of your employment shall be subject to the requirements of the services provided by us to our client and shall also be subject to the requirements of deputation or completion 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 - 1**

ATTESTED

Reliance SMSL Limited

Annexure - I

TERMS & CONDITIONS OF EMPLOYMENT

1. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your Lien on the job and your employment will come to end on the day you are found medically unfit by the Medical Officer.

2. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.

3. The address as indicated in your application for appointment shall serve as the correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.

4. All the above conditions should be reduced to the extent of absence without leave or leave without pay. Only Basic Salary shall be reckoned for computing the contribution to the Provident Fund.

5. You are required to submit the following documents, if the same have not been submitted earlier.

   a. Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials in original together with copies thereof.

   b. Copies of your passport photographs with grey background.

   c. Copy of Passport / Ration Card / Voter's ID / driving licence or any other document as proof of your residence and photo identity.

6. You have hereby given no objection to the Company/ies, its group Companies and associates sharing your personal information and documents, including but not limited to Aadhar number, other Government issued ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organisation. But Reliance Retail has appointed now being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / house on rent / vehicle on rent, etc.

7. You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or to service provider for which this consent is being obtained. The Company or its service provider and their authorised users / partners / affiliates / contractors can access and update your digital record on such platforms, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

8. You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform whenever you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency platform.

9. Your No Objection will be concurrently with the arrangement between the Company and any agency / organisation engaged by the Company for Reference / Antecedent Verification of your current and past employments.

10. In order to ensure the uniformity and maintenance of a good embrace before the Committee of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in [illegible] business.

11. You are expected to keep your salary package secret. [illegible] not to share [illegible]

ATTESTED

Reliance SMSL Limited

12. During your tenure with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be assigned to you and cannot be shared with anyone. You will be solely responsible and accountable for any information misuse/sharing or breach of confidentiality in any way which has occurred due to the misuse of your credentials.

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16. You will be required to work on any day of the year, including festival holidays, as the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

17. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary / affiliate of our client / associate. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

18. In normal course you shall retire from the services of the organization on attaining the age of 58 years.

    a. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you

    b. Report to work within 8 days from the commencement of such absence and

    c. Give an explanation to the satisfaction of the Management regarding such absence.

19. You will initially be on probation for a period of Six months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving one month in writing by either side or payment of one month's Basic salary in Lieu thereof. On completion of initial probation period (if such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, your services are liable to be terminated at any time without assigning any reason as per the provisions of Rules governing your appointment. In case you wish to resign you will give in the notice as per the provisions of the rules governing your appointment. You shall always leave off you are relieved from service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

20. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, dishonesty and commission of an act involving moral turpitude, any act of indiscipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

21. You will be bound by the code of conduct, rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions and terms of employment.

22. You may be laid-off as payment of 50% wages on account of shortage of work, materials, electricity and similar other reasons.

23. You shall avoid all cooperation to the client's employees, customers, representatives, etc. and do all such things diligently, faithfully and to the best of your skill and ability as may be necessary to serve the client and perform all the duties entrusted to you from time to time. We expect you to work with the high standard of initiative, [illegible] economy.

ATTESTED

MAHESHWARI

Reliance SMSL Limited

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21. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in force and may be notified from time to time.

26. You shall not at any time either during the contract of your employment or at any time thereafter divulge any information that come to you during the course of your employment without prior permission in writing.

27. As we are manpower service providers to others, in case of any eventuality of our business being closed or terminated, your job is also liable to be ended automatically.

28. You will not enter into any commitments or dealings on behalf of the client / Company for which you have no express authority nor also to be a party to any alteration of any principle or policy of the client / Company or extend the authority or discretion vested in you without the previous sanction of the client / Company or their in authority over you.

29. You may be selected and sponsored by the Company / or Client for familiarization / training assignments with our technical collaborators or any other institutions / organizations in India and/or abroad. You will diligently and beneficially take part in the training and work assignments. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can reserve the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.

30. The Establishment considers harassment and discrimination of any nature to be an unacceptable form of behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.

31. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company that may be in your use, custody, care or charge. For the loss of any property of the company or client in your possession, the company will have a right to notice on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction. You will hand over the charge of letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the Company.

32. All proprietary information / material of the client that is made known to you during the term of work assignment shall be treated in confidence and you shall not disclose or divulge in performing the services, any such information / material. You agree that all information, correspondence, documents, material or items provided to you by the client or by us are provided to you in trust and on completion of project / assignment or termination of the service, you shall promptly return all such material to the client or company, as the case may be.

33. You shall be required to sign and abide by the Policy on Ethics & Code of Conduct with the Company and shall undertake to sign such declarations that the Policy may demand from time to time.

34. It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.

35. In case of any / more clauses of this letter of employment becomes unenforceable, the same shall not render the letter of employment null and void in its entirety.

ATTESTED

PRINCIPAL

Reliance SMSL Limited (formerly [illegible] Solutions Limited)
CIN: [illegible]

Reliance SMSL Limited

N. The various clauses of this letter are to be read, understood and interpreted as an entirety and none of the clauses are severable from the remaining.

ATTESTED

MAHESHWARI

Reliance SMSL Limited

I have read and / or have been explained the contents of the above contract of employment in _____ (language) and I hereby declare that I have fully understood the above terms and conditions and declare the same to be binding on me in its entirety and also give my consent to the clauses no. 8 & 9 specifically.

Name : Sumanda Bagal.

Signature : S Bagal.

Date : 22.09.2022

ATTESTED
PRINCIPAL
MAHESHTALA RAJ COLLEGE

Reliance Infra

Reliance BPO Limited - West Bengal
PAYSLIP FOR THE MONTH OF November 2022

EMPLOYEE No.: 10021164			
PAYSLIP DESCRIPTION: PAY.Kolkata	BLOCK, Nr. Siddhanta Pagal		PAYSLIP No.: 1
	UAN No.: 101811424262		
IP A/c No.: TMSBRD11(6783000841)EX	Pension A/c No.: TMSBRD:11(6783000841)EX		PFUC A/c No.: 41(EGL)XX
BANK NAME : STATE BANK OF INDIA			
			BANK A/C No.: 34821101440

PAYMENTS	(This month (Rs))	Arrears (Rs)	DEDUCTIONS	(This month (Rs))	Arrears (Rs)
Basic	5,191.67		Provident Fund	787.00	
HRA	5,158.33		Prof. Tax - Full period	110.00	
			Ex Gst compensation	80.00	
			Recovery of round off amt	0.19-	
			GPTL Recovery	85.42	
	10,791.42				
GROSS EARNINGS Rs.		10,543.42	TOTAL DEDUCTIONS Rs.	1,052.42	1,052.42
Current Month Total Days: 30.00		Permissible(E) absence	NET PAY Rs.		9,543.00
Paid Days : 29.50		Paid / Recoverable(E) 0.50			
Absence Days : 0.50			GROSS COLLECTION		

Absence days for November 2022

1(S)	2(S)	3(S)	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
							0.50																							

ATTESTED
PRINCIPAL
MAHESHTALA LAW COLLEGE

(43)

Reliance

Reliance SMSL Limited - West Bengal
PAYSLIP FOR THE MONTH of August 2022

EMPLOYEE NO.: 60179828	NAME: Mr. SK Liakat Ali	PAYSLIP No.: 1
PAYSLIP LOCATION: SMS.Bagnan	UAN No.: 101605222595	
PF A/c No.: TWWBN0117676000025348001	Pension A/c No.: TWWBN0117676000025348001	ESIC A/c No.: 4010881679
BANK NAME : BANK OF BARODA		BANK A/C NO.: 00422010041979

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Basic	6,500.00		Provident Fund	780.00	
Cash Handling Allowance	110.04		Prof Tax - Full period	110.00	
HRA	3,630.00		Ee ESI contribution	83.00	
Sales Incentive	1,629.55		Salary Advance Recv	780.00	
Holiday Compensation	325.81		GTIL Recovery	45.42	
ARRF Refund	780.00				
	13,145.42			1,808.42	
GROSS EARNINGS Rs.		13,145.42	TOTAL DEDUCTIONS Rs.		1,808.42

Current Month Total days: 31.00	Prev.month(s) absence	NET PAY Rs. 11,337.00
Paid Days : 31.00	Paid / Recovered(-): 0.00	
Absence Days : 0.00		

DEAR COLLEAGUE

IT is mandatory for an employee to give the correct PAN data to the employer. Pl. verify your PAN in R-Connect and intimate any corrections through Just Ask / HR HP, who will guide you on process of PAN update through R Connect.

Absence days for August 2022

101	102	103	104	105	106	107	108	109	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131

ATTESTED
Principal
MAHISHADAL RAJ COLLEGE

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Reliance

Reliance DHDL Limited - West Bengal
PAYSLIP FOR THE MONTH of August 2022

EMPLOYEE NO.: 60807052	NAME: Mr. Md Shakil Alam	PAYSLIP NO.: 1
PAYSLIP LOCATION: DMF DHYANPUR	UAN No.: 101855271111	
PF A/c No.: 40807052	Pension A/c No.: 60807052	ESIC A/c No.: 4021032897
BANK NAME : PUNJAB NATIONAL BANK		BANK A/C NO.: 1887000100048567

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Basic	4,403.13		Provident Fund	528.00	
HRA	2,202.24		Ee ESI contribution	33.30	
Holiday Compensation	314.55		Recovery of round off amt	2.30	
			GTIL Recovery	10.77	
	6,920.07			611.07	
GROSS EARNINGS Rs.		6,920.07	TOTAL DEDUCTIONS Rs.		611.07

Current Month Total days: 31.00	Prev.month(s) absence	NET PAY Rs.	6,309.00
Paid Days : 31.00	Paid / Recovered(-): 0.00		
Absence Days : 0.00		DEAR COLLEAGUE	

Absence days for August 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

ATTESTED

Reliance

Reliance INFRA Limited - West Bengal
PAYSLIP FOR THE MONTH of September 2022

EMPLOYEE NO.: 65867952	NAME: Mr. Md ziaulll Alam	PAYSLIP NO.: 1
PAYSLIP LOCATION: DMP DURGAPUR	UAN No.: 101855171111	
PF A/c No.: TWVGH0117478000000320344	Pension A/c No.: TWVGH0117478000000320344	RSSC A/c No.: x021032897
BANK NAME : PUNJAB NATIONAL BANK		BANK A/C NO.: 1887001300004567

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Basic	6,500.00		Provident Fund	780.00	
Cash Handling Allowance	41.88		Ee ESI contribution	74.00	
HRA	3,251.00		Recovery of round off amt	0.44	
			UTIL Recovery	40.42	
	9,792.88			895.88	
GROSS EARNINGS Rs.		9,792.88	TOTAL DEDUCTIONS Rs.		895.88

Current Month Total days: 30.00	Prev.month(s) absence	NET PAY Rs. 8,893.00
Paid Days : 30.00	Paid / Recovered(-): 0.00	
Absence Days : 0.00		DEAR COLLEAGUE

Absence days for September 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

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Reliance Retail

Reliance SMSL Limited - West Bengal
PAYSLIP FOR THE MONTH of October 2022

EMPLOYEE NO.: 40897052	NAME: Mr. Md Abulli Alam	PAYSLIP NO.: 1	
PAYSLIP LOCATION: DMF SHYAMPUR	UAN No.: 101855271101		
PF A/c No.: THYSH0111787800000829344	Pension A/c No.: THYSH0111787800000829344	ESIC A/c No.: 4011532897	
BANK NAME : PUNJAB NATIONAL BANK		BANK A/C NO.: 5887001700046161	

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Basic	6,500.00		Provident Fund	780.00	
Cash Handling Allowance	75.69		Ee ESI contribution	74.00	
HRA	1,251.00		Recovery of round off amt	0.17	
			UPIL Recovery	65.42	
	8,826.69			899.69	
GROSS EARNINGS Rs.		8,826.69	TOTAL DEDUCTIONS Rs.		899.69

Current Month Total days: 31.00	Free.month(s) absence	NET PAY Rs.	8,927.00
Paid Days : 31.00	Paid / Recovered(-): 0.30		
Absence Days : 0.00		DEAR COLLEAGUE	

Absence days for October 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

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PRINCIPAL
MAHISHADAL RAJ COLLEGE

Reliance

Reliance SMSL Limited - West Bengal
PAYSLIP FOR THE MONTH of September 2022

EMPLOYEE NO.: 40579824	NAME: Mr. Sh Ilyhan Ali	PAYSLIP NO.: 1
PAYSLIP LOCATION: SMS.Raghan	DOB No.: 1014050222595	
PF A/c No.: TNVSRC0113678000253801	Pension A/c No.: TNVSRC0113678000253801	ESIC A/c No.: 4030941670
BANK NAME : BANK OF BARODA		BANK A/C NO.: 00422100541979

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Basic	6,900.00		Provident Fund	766.20	
Cash Handling Allowance	125.13		Prof Tax - Full period	110.00	
HRA	3,600.00		Bk RSI contribution	62.50	
Bonus	6,497.40		Salary Advance Recv	7,277.30	
Sales Incentive	700.00		Recovery of round off amt	0.11	
ABHY Refund	180.00		GPIL Recovery	45.42	
	18,202.53			8,294.53	
GROSS EARNINGS Rs.		18,202.53	TOTAL DEDUCTIONS Rs.		8,294.53

Current Month Total days: 30.00	Prev.month(s) absence	NET PAY Rs.	9,908.00
Paid Days : 30.00	Paid / Recovered(-): 0.00		
Absence Days : 0.00			

DEAR COLLEAGUE

It is mandatory for an employee to give the correct PAN data to the employer. Pl. verify your PAN in R-Connect and intimate any corrections through Just Ask / HR HP, who will guide you on process of PAN update through R Connect.

Absence days for September 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

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MAHISHADAL RAJ COLLEGE

Reliance

Reliance BMSL Limited - West Bengal
PAYSLIP FOR THE MONTH of October 2022

EMPLOYEE NO.: 40078828	NAME: Mr. Sk Sishan Ali	PAYSLIP NO.: 1
PAYSLIP LOCATION: BMF.Bagnan	UAN No.: 101610222595	
EP A/c No.: TBVSH31174780000514801	Pension A/c No.: TBVSH31174780000514801	ESIC A/c No.: 4020882670
BANK NAME : BANK OF BARODA		BANK A/C NO.: 00420100041979

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Basic	6,500.00		Provident Fund	780.00	
Cash Handling Allowance	128.44		Prof.Tax - Full period	110.00	
HRA	3,600.00		Ex ESI contribution	93.00	
Sales Incentive	1,800.00		Salary Advance Recd	780.00	
Holiday Compensation	325.81		Recovery of round off amt	0.17-	
ARRF Refund	780.00		GTIL Recovery	45.42	
	13,134.25			1,808.25	
GROSS EARNINGS Rs.		13,134.25	TOTAL DEDUCTIONS Rs.		1,808.25

Current Month Total days: 31.00	Tree.monthly absence	NET PAY Rs.	11,326.00
Paid Days : 31.00	Paid / Recovered(-): 0.00		
Absence Days : 0.00			

DEAR COLLEAGUE

It is mandatory for an employee to give the correct PAN data to the employer. Pl. verify your PAN in E-Connect and intimate any incorrections through Just AsQ / HR BP, who will guide you in process of PAN update through E Connect.

Absence days for October 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

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MAHISHADAL RAJ COLLEGE

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QUESS

Date: Oct 13, 2022
Offer No : QS281861

SUGATA ROY

BAGNAN
WEST BENGAL

Subject:- Letter of Traineeship

This has reference to your interview/selection process for enrolment under Traineeship Program by Quess Corp as provided under its certified standing orders

We are pleased to enroll you for the Training Program as a Trainee under the Scheme set out on the following terms & conditions:

Break up	**Rs. Amount per Month**
Stipend Est	10196
Stipend Gross	**10196**

Employer's Contribution	
Employer_esi	331
Insurance	109
Total Contribution	**440**
Cost to Company: (CTC)	**10636**

Deduction: (Subjected to change)	
Employee Esi	76
Total Deduction	**76**
Stipend NTH	**10120**

The tenure of the Training will be start from OCT 14, 2022 and ending on APR 12, 2023
NOTICE PERIOD:

Sugata Roy

QUESS Corp Ltd
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http://www.quesscorp.com | Toll Free No: 1800-572-3333

TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan

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MAHESHTALA MAHAVIDYALAYA COLLEGE

During this tenure, learning And development capabilities of the trainees would be reviewed from time to time. In the event where the trainee's capabilities & contribution are found to be substantially below par, Quess Group reserves the right to release such incumbent from the traineeship with a notice period of 10 days. In the eventuality if you wish to separate from the organization you will need to give 10 day's notice in writing.

However due To breach Of code Of conduct, misbehavior Or indiscipline etc, then in such cases, QUESS will have / reserve rights to terminate immediately without giving notice period.

On successful completion of the training the trainees will be given a certificate of recognition from Quess Corp.

The initial training location/base will be at BAGNAN. At such location the training will be at any business area Or function of the Quess Corp's Client's/ Customer's field locations.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your traineeship And you shall indemnify the client if there Is a loss of any kind to the said property.

CODE OF CONDUCT

You shall Not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.

NON-DISCLOSURE

You shall take care Not To disclose Or divulge confidential information/trade secrets, etc.belonging either To the Company Or To the Client, that you may come across In the course Of your responsibilities either To the Company And/Or To the Client Or To anyone outside the Client'S organization And you shall use such confidential Information only In connection With the services provided by you To such Client. Further, you shall Not utilize any Confidential Information acquired in consequence of your traineeship for your benefit Or for the benefit of any third party other than the Company Or its Client who has disclosed such Confidential Information Or for whom you have created the Confidential Information.

Sugata Roy

Offer No : QG0150061

QUESS Corp Ltd
3362, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http://www.quesscorp.com | Toll Free No: 1800-572-3333

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During the traineeship, the trainee shall be subject to the Code of Conduct, set out in Annexure.

Additional Insurance Coverage: We as an your employer will cover only employee with Group Mediclaim Insurance Coverage upto Rs. 2 Lakhs,Group Personal Accident Insurance Coverage upto Rs. 2.5 Lakhs and Group Term Life Insurance Coverage upto Rs. 2 Lakhs. Over & above this,If Employee wish to cover family members under Insurance Benefit Facilities, Additional Premium will be deducted from Employee Gross SalaryPer Month, following is the coverage and Premium:

Coverage	Additional Premium Per Month
Self +Spouse+2kids	Rs.199/-
Self+Spouse+2 kids+parents	Rs.352/-
Self+Parents	Rs.352/-

We wish you the best learning experience during your training stint with us and trust that you will find this period of mutual association very enriching.

Yours sincerely

For Quess Corp Ltd

Tej Hans Raj Singh
Deputy CEO

Acknowledged

Sugata Roy

Offer No : QS201806

QUESS Corp Ltd
3032, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http://www.quesscorp.com | Toll Free No: 1800-572-3333

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Manager
Human Resources

QUESS

Name

Signature

OfferID :
Location :

Sugata Roy

Offer No. : QS201806

QUESS Corp Ltd
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http://www.quesscorp.com | Toll Free No: 1800-572-3333

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MAHESHWARI & CO.

TRENDYTECH BERA MOTORS PVT. LTD.

To
Mr. Ayan Gonda
S/O Gautam Gonda
Bagnan-I, Muradibar
Howrah-711303

Date-10.12.2022

SUB:-APPOINTMENT

Dear Mr. Ayan Gonda

We have pleasure in informing you that you have been appointed as Jr. Sales Executive, Level-1 in Sales Department in our organization with effect on 11th December 2022 Subject to following terms and conditions.

You will be on Probation for a period of six months and on successful completion of such probationary period, you will be confirmed in your employment in writing by the management. If at any time during your probationary period your service is found unsatisfactory , the management reserves the right to terminate your services.

1. You shall devote the whole of your time and attention to the business of the company as required and shall not engage yourself in any other work or business whatever and any trade without the previous consent in writing of the management.

2. You shall not at any time during the continuance of your employment by the company or after the termination there of, divulge any secret of the company relating to its trade or business and shall observe strict secrecy as to the trade secrets management process or any confidential information concerning the affairs, dealing or concern of the company and of any associated or subsidiary company of the company shall do everything in your power to promote the interests of the company and conduct yourself in all matters to the satisfaction of the company.

3. You shall be paid such monthly salary as shall be mutually agreed upon from time to time, provided that in the absence of any mutual agreement as to the rate of salary, such rate of amount shall remain at the figure last agreed upon in writing. On appointment, you will be paid a Basic salary of Rs.5500 (Five Thousand Five Hundred Only).

4. All Taxes, deductions etc. as per law and rules and as are applicable from time to time, will be deducted at source.

5. The retirement age applicable to you shall be 58 years. However, the company may, at its sole and absolute discretion offer an annual extension of your service.

6. In addition to your consolidated salary, you may be entitled to be paid such allowance or perquisites as may time to time specified by the management in writing and communicated to you. At present you will be entitled to the following:

   - ESI: As applicable to other employees, if [illegible] ESI Act & scheme.
   - PROVIDENT FUND: As applicable to [illegible] if covered by EPF & MP Act,1952

HOUSE RENT: At the rate of 25% of the monthly consolidated salary earned, if eligible as per House Rent allowance Act.

CONVEYANCE ALLOWANCE: At the rate of 5% of the monthly consolidated salary earned.

MEDICAL ALLOWANCE: At the rate of [illegible] monthly consolidated salary earned.

PRODUCTION INCENTIVE: At the rate of variable percentage of basic salary depending on the rules and regulations of the organization prevailing from time. If you are absent for more than 3 days in

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calendar month without written approval from top management, for that particular month production incentive will be waived off.

LEAVE FACILITIES: Annual leave with wages as per Shop & Establishment Act.

BONUS: As applicable as per the payment of Bonus Act, and when declared by the Company.

7. You will be posted at BAGNAN BRANCH , Howrah . You are liable to be transferred from one branch to other within the same organization or under the same management without any compensation or any financial consideration thereof. You shall also look after the work of our associated concern situated anywhere in India along with your present responsibilities, if required.

8. You will work within the frame-work of organization structure, policies and direction as may be given to you by the management and you shall diligently follow and carry out the instruction to the satisfaction of your superior in connection with the work that may be assigned to you.

9. Should you commit any breach of the terms and conditions or be guilty of any misconduct or neglect duties or so conduct yourself as to bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your service, in which event notwithstanding anything in the terms and conditions, you will not be entitled to any further remuneration whatsoever from the date of such termination of service.

10. Notwithstanding anything there in contained, the company may at any time terminate your services and/ or put an end to these terms and conditions without assigning any reason by giving you one month's notice in writing or by paying one month's salary in lieu thereof. You may also at any time terminate and put an end to these terms and conditions without assigning any reason by giving the company one month's notice in writing.

11. Any notice required to be given to you shall be deemed to have been duly and properly given, if delivered to you personally or sent by the post to you at your known address.

12. You will be governed by the rules and regulations of the company that will be made applicable to other employee of your category from time to time.

This letter is being sent to you in duplicate. Please return the duplicate duly countersigned to signify your acceptance of this offer.

Thanking you,
Yours faithfully,
For Trendytech Bera Motors Pvt. Ltd.

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MARWARI COLLEGE

Authorised Signatory

I hereby agree to abide by the terms and conditions mentioned above and affixed my signature hereto signifying my acceptance thereof.

Signed on 11.12.2022 by Mr. Ayan Gonda in presence of Mr. Jayanta Bera.

Signature:
Ayan Gonda

Date:
25/12/22

SUZUKI

ON ROAD ABS MOTORS PVT. LTD.

PADUMBASAN (Near Registry Office)
TAMLUK, PURBA MEDINIPUR, 721636
Phone: 03228-267084/085 / 9932716493

SALES • SERVICE • SPARES

DEBIT / CREDIT

Debit A/c
Credit A/c
Date

No. 280

	Rs.	P.
Pay the amount Paid to Ajan Gorla		
By Cash/Cheque No. Cash	43201-	
On A/c. of Salary Ac		
Rupees Four thousand three hundred		
twenty only	43201-	

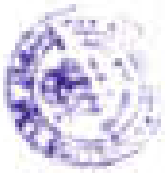
Received the above amount

Passed for Payment
For- On Road ABS Motors Pvt. Ltd.

Payee Ajan Gorla Accountant
10/12/22

Authorised Signatory

ATTESTED
Principal
Mahishadal Raj College



SUZUKI

TAMLUK SUZUKI

YOUR REF .....

OUR REF .....

Appoint Sheet Date on 9/11/22

Mr. Ayan Ganda.
Add - Vill - Muralibar
Po + P.S - Bagnan
Dist. Howrah.

Mr. Ayan Ganda for Sales & Marketing 9-11-2
from Tamluk Suzuki Maniktala. Tamluk
Posted Medinipur.

Thanking You.

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MAHISHADAL RAJ COLLEGE

ON ROAD ABS Motors Pvt. Ltd.
E-MAIL : tamlukasuzuki2013@gmail.com

Reliance SMSL Limited

Ref No. HR/AUG/22/KT/60488715/1001291596 **Date: 09.08.2022**

Md Shafil Alam
110,KHADINAN,BAGNAN
West BengaLIndia
711303

Offer-cum-Appointment Letter

Dear Md Shafil,

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 **Customer Service Associate** in the employment of the company subject to your joining on or before **31.08.2022**. 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 **Customer Service Associate** in Grade **KT** 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. 117012/- per annum** as below:

	Rs. per month
Basic	6500
HRA	3251
Conveyance Allowance	
Monthly Gross	9751
Annual Gross	117012

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 deputation or completion 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**

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MARGI Women's Law College

Reliance SMSL Limited

Annexure - I

TERMS & CONDITIONS OF EMPLOYMENT

1. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will cease to and on the day you are found medically unfit by the Medical Officer.

2. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.

3. The address as indicated in your application for appointment shall deem to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.

4. All the above emoluments should be reduced to the extent of absence without leave or leave without pay. Only Basic Salary shall be reckoned for computing the contribution to the Provident Fund.

5. You are required to submit the following documents, if the same have not been submitted earlier

   a. Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials in original together with copies thereof;

   b. Copies of your passport photographs with grey background.

   c. Copy of Passport / Ration Card / Voter's ID / driving license or any other document as proof of your residence and photo identity.

6. You have hereby given no objection to the Company(Or its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhar number, other Government issues ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organization that Reliance Retail has appointed now being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / housing / management / payment / credit / insurance / house on rent / vehicle on rent, etc.

7. You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

8. You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

9. Your No Objection will be coterminous with the arrangement between the Company and any agency / organization engaged by the Company for Reference / Antecedent Verification of your current and past employments.

10. In order to ensure the uniformity and maintenance of a good ambiance before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.

11. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.

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MAHESHWARI LAW COLLEGE

Reliance SMSL Limited

12. During your tenure with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the misuse of your credentials.

13. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the client or Company as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the client's establishment of your posting.

14. You shall be entitled to leave and other benefits as per the rules and regulations governing client's establishment where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly holiday may be staggered and determined as per the roster.

15. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, accordingly at the client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered and you may be required to work in shifts in the morning and evening. In case you being a female employee you shall be provided with due security escort up to your residence in case you work beyond 9 pm.

16. You will be required to work on any day of the year, including festival holidays, in the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

17. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary / affiliate of our client / associate. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

18. In normal course you shall retire from the services of the organization on attaining the age of 58 years.

a. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

b. Return to work within 8 days from the commencement of such absence and

c. Give an explanation to the satisfaction of the Management regarding such absence.

19. You will initially be on probation for a period of Six months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving one month in writing by either side or payment of one month's basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, your services are liable to be terminated at any time without assigning any reason as per the provisions of statute governing your appointment. In case you wish to resign you will give us the notice as per the provisions of the statute governing your appointment. You shall attend duties till you are relieved from service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

20. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty and commission of an act involving moral turpitude, any act of in-discipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

21. You will be bound by the code of conduct, rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions and terms of employment.

22. You may be laid-off on payment of 50% wages on account of [illegible] materials, electricity and similar other reasons.

23. You shall extend all cooperation to the client's employees, [illegible] etc. and do [illegible] diligently, faithfully and to the best of your skill and ability as may be necessary to serve the client and perform all the duties [illegible] from time to time. We expect you to work with the high standard of initiative, efficiency and [illegible]

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MANUSHANDAL INT COLLEGE

24. You are shall engage yourself exclusively in the work assigned by the client, where you are posted for the time being and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the client / company in dealing with suppliers, customers and all other organisations or individuals doing or seeking to do business with the client / company. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

25. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

26. You shall not at any time either during the contract of your employment or at any time thereafter divulge any information that come to you during the course of your employment without prior permission in writing.

27. As we are manpower service providers to others, in case of any eventuality of our business being closed or terminated, your job is also liable to be ended automatically.

28. You will not enter into any commitments or dealings on behalf of the client / Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the client / Company or extend the authority or discretion vested in you without the previous sanction of the client / Company or there is authority over you.

29. You may be selected and sponsored by the Company / or Client for familiarization / training assignments with out technical collaborators or any other institutions / organizations in India and/or abroad. You will diligently and beneficially take part in the training and such assignments. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.

30. The Establishment considers harassment and discrimination of any nature to be an unacceptable form of behaviour, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.

31. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company that may be in your use, custody, care or charge. For the loss of any property of the company or client in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction. You will bond cost the charge of letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the Company.

32. All proprietary information / material of the client that is made known to you during the term of work assignment shall be received in confidence and you shall not disclose or, except in performing the services, use any such information / material. You agree that all information, correspondence, documents, material or items provided to you by the client or by us are provided to you in trust and on completion of project / assignment or termination of the services, you shall promptly return all such material to the client or company, as the case may be.

33. You shall be required to sign and abide by the Policy on Ethics & Code of Conduct with the Company and shall undertake to sign such declarations that the Policy may demand from time to time.

34. It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party [illegible] shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.

35. In case of one / more clauses of this letter of employment becoming [illegible] such clause shall not render the [illegible] employment null and void in its entirety.

ATTESTED
MAHESH [illegible]

36. The various clauses of this letter are to be read, understood and interpreted in its entirety and none of the clauses are severable from the remaining.

ATTESTED
Principal
MAHESHWARI LAW COLLEGE

I have read and / or have been explained the contents of the above contract of employment in _____ (language) and I hereby declare that I have fully understood the above terms and conditions and declare the same to be binding on me in its entirety and also give my consent to the clause no. 8 & 9 specifically.

Name : Md. Shakil Alam.

Signature : Md Shakil Alam.

Date : 9/8/2022.

ATTESTED

Reliance SMSL Limited

46

Ref No. HR/AUG/22/KT/00408716/1001304914 **Date: 29.08.2022**

Faruk Khan
N000,Khodinan, Bagnan, Howrah,Khadina khan para
West Bengal,India
711303

Offer-cum-Appointment Letter

Dear Faruk,

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 **Customer Service Associate** in the employment of the company subject to your joining on or before **29.09.2022**. 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 **Customer Service Associate** in Grade **KT** 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. 117012/- per annum** as below:

	Rs. per month
Basic	6500
HRA	3251
Conveyance Allowance	
Monthly Gross	9751
Annual Gross	117012

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 deputation or completion 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**

ATTESTED

Reliance

Reliance SMSL Limited - West Bengal
PAYSLIP FOR THE MONTH of October 2022

EMPLOYEE NO.: 60818820 PAYSLIP LOCATION: SMP DURGAPUR	NAME: Mr. Faruk Khan UAN No.: 101963181194	PAYSLIP NO.: 1
PF A/c No.: TRVSHO0174780000829408	Pension A/c No.: TRVSHO0174780000829408	ESIC A/c No.: 4031333444
BANK NAME : BANK OF BARODA		BANK A/C NO.: 00428100000649

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Basic	6,300.00		Provident Fund	780.00	
Cash Handling Allowance	62.68		Prof Tax - Full period	110.00	
HRA	3,251.00		Ee ESI contribution	76.00	
Holiday Compensation	314.55		Recovery of round off amt	0.01	
			GTIL Recovery	45.42	
	10,128.43			1,011.43	
GROSS EARNINGS Rs.		10,128.43	TOTAL DEDUCTIONS Rs.		1,011.43
			NET PAY Rs.		9,117.00

Current Month Total days: 31.00 Paid Days : 31.00 Absence Days : 0.00	Prev.month(s) absence Paid / Recovered(-): 0.00

DEAR COLLEAGUE

Absence days for: October 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

ATTESTED

Reliance DMCC Limited - West Bengal
PAYSLIP FOR THE MONTH of September 2022

EMPLOYEE NO.: 60014820	NAME: Mr. Faruk Khan	PAYSLIP NO.: 1	
PAYSLIP LOCATION: DMC SRIRAMPUR	UAN No.: 101863141194		
PF A/c No.: TNVSMS1176T0000029408	Pension A/c No.: TNVSMS1176T0000029408	ESIC A/c No.: 4021133444	
BANK NAME : BANK OF BARODA		BANK A/C NO.: 09420100000669	

EARNINGS	This month (Rs)	Arrears (Rs)	DEDUCTIONS	This month (Rs)	Arrears (Rs)
Basic	5,850.00		Provident Fund	702.00	
HRA	2,925.00		Em ESI contribution	86.00	
			Recovery of round off amt	0.02	
			GESL Recovery	40.88	
	8,775.00			808.90	
GROSS EARNINGS Rs.		8,775.00	TOTAL DEDUCTIONS Rs.		808.90

Current Month Total days: 27.00	Prev.month(s) absence	NET PAY Rs.	7,967.00
Paid Days : 27.00	Paid / Recovered(-): 0.00		
Absence Days : 0.00		TRAN COLLEAGUE	

Absence days for September 2022

01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

ATTESTED

(40)

TRENT

26 August 2022

Mr Rahul Duley
57,Telijant,Sukhadali,Bankura
West Bengal - 722150
NA
Bankur
West Bengal-722150

Dear Mr Rahul Duley

Sub: Appointment as **"Sales Associate"** at Zudio- Howrah, (EMP No. 64043)

With reference to your Resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as **"Sales Associate"** for our Retail Store located at 493/C/B, G.T. Road(south), P.O & P.S. Shibpur, Howrah 711102, on the following terms and conditions:

1. Salary & Allowances: You will be paid emoluments as per the enclosed statement as Annexure-I containing breakup of CTC of Rs.11843 /- (Rupees Eleven Thousand Eight Hundred Fourty Three Only) per month offered to you.

2. Statutory deductions, as applicable, would be effected from the amount prescribed in Annexure-I on a monthly basis. Further, the said remuneration would be subject to deduction of tax at source as per the rules of the income tax in force from time to time.

   In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the company in force from time to time.

3. You have joined our services on **26 August 2022** and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

4. You will be on probation for the initial period of six months from the date of your joining the service of the Company, which is liable to be extended for a further period of three months in case your work performance, attendance, conduct, etc., is found to be below the expected standard of the Company of which the Management will be the sole judge. During the period of probation, the Company will be entitled to terminate the Employee's services without assigning any reason by giving the Employee One day notice or One day salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give the Company 07 days' notice in writing or 07 day's salary in lieu of notice after confirmation.

5. As per your declaration and the record submitted in support thereof, we have accepted your Date of Birth as **16 January 2003** and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

6. You will retire from the services of our Company on attaining the age of 58 years.

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MAHISHADAL RAJ COLLEGE

7. It shall be your sole responsibility to get yourself relieved from your existing employment, if any, before joining our service and you shall indemnify and hold us harmless against any claims or liabilities which your present employer may make against you or liability arising therefrom.

8. You have initially been posted at **Zudio– Howrah**, however, your services are liable to be transferred from one post to another, from one department to another, from one store to another and from one city to another anywhere in India, depending on the need of the Company. In case of such a transfer, you will be governed by the rules, regulations, service conditions and benefits as applicable in the department, store and city, where you are posted.

9. Your employment with the Company shall be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into Annexure - II. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/ or any other relevant statutory provisions as may be in force from time to time.

10. Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Medical Officer and submission of all your educational certificates in original along with a set of photocopies for our verification.

You are allotted Employee No. **64043** and the same may be mentioned in all your future communications regarding your employment association with the Company, for easy identification.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

If you are agreeable to the above terms and conditions, please return the duplicate copy of this letter and that of the Service Agreement duly signed by you in token of your acceptance thereof.

Thanking you.

Yours faithfully,
For TRENT LIMITED

Ajay Menon
Authorized Signatory

I have read the above terms and Conditions and I accept the same.

Rahul Dubey

Mr Rahul Dubey

Encl.: as above

ATTESTED

PRINCIPAL
NAHERNATAL COLLEGE

LANDMARK GROUP

max LANDMARK GROUP

PRIVATE & CONFIDENTIAL

May 25, 2022

Ms .SHUCHISIKTA MAITY
Raj Sammilonee - Durgapur-Max

Dear SHUCHISIKTA MAITY

We have pleasure to appoint you in our Company, as per below:

Role	: SENIOR CRE
Designation	: Senior Assistant
Grade	: A4

1. Date of Appointment

Your appointment is effective from **21 May 2022**. This is to inform you that this letter will be null and void in case you do not report on the above date.

2. Place of Posting & Nature of work

Your posting shall be at **Raj Sammilonee - Durgapur-Max**. However, during the employment with the Company, you may be posted / transferred to any of the offices / projects / divisions of the Company or group companies existing or to be set up at any other location in India. Your assignment or work can be changed or altered whenever necessary at the discretion of the Management to suit any new developments or requirements of the company on the same terms and conditions, without any additional benefits.

3. Compensation & Benefits Program

You shall be paid an annual Gross Potential Earning of **INR. 165000/- (One Lakh Sixty Five Thousand)**. Other perquisites benefits applicable to your grade shall be payable as per company policy in force. Compensation & Benefit Program applicable to you is provided in **Annexure I**. Your compensation is confidential and if need arises, you may discuss it only with your Reporting Manager or Human Resource Manager.

4. Probation / Confirmation

You will be on probation for a period of 6 months, which may be extended or reduced at the sole discretion of the Management. Unless your period of probation is extended in writing, your employment will be deemed as confirmed.

5. Insurance

You shall be covered under Mediclaim Insurance Policy for hospitalization as per eligibility and Company rules as applicable from time to time.

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PRINCIPAL
MUNICIPAL CHY COLLEGE

max

Lifestyle International Pvt. Ltd.
Max Retail Division,
1, Infiniti Corporate Park, Tower 4,
19th Floor Block - GP, Salt Lake City
Sector- V, Kolkata 700091, West Bengal
Phone: +91-33 6613 3600

www.maxfashionindia.com
CIN: U52100KA1999PTC026171

privileged information between you and the Company.

g) In the event any clause or part thereof of this offer is held to be unenforceable or invalid then said clause or part shall be severed and struck off and all remaining provisions shall remain in full force and effect.

h) You acknowledge that the Company has provided you with a reasonable opportunity to review this offer and you accept & acknowledge that you understand the terms and conditions mentioned above.

i) The terms mentioned in this letter shall supersede any prior communications, oral or written.

We look forward to having you contribute to our business growth and wish you all the best in your new assignment. Please return us a signed copy of this letter as a token of your acceptance to the above Agreement on **27-Jun-2023.**
In the meantime, do not hesitate to call us, if you have any questions.

Yours truly,

For **Dealskart Online Services Private Limited**

Authorised Signatory

Puneet Manocha

Received and Accepted

152.58.181.0, 49.44.115.205, 95.101.143.70|10.72.10.181

27-Jun-2023

ATTESTED

respect of any distortion, mutilation, modification or other acts in relation to the aforementioned works of authorship.

8) Excluded and Licensed Inventions

You must list and describe all inventions that you are currently developing and all inventions belonging to you and made by you prior to your employment with the Company that you wish to have those excluded from this Agreement.

If no such list is provided, you represent that there are no such Inventions. As to any Invention in which you have an interest at any time prior to or during your employment, if you use or incorporate such an Invention in any released or unreleased Company product, service, program, process, machine, development or work in progress, or if you permit the Company to use or incorporate such an Invention, the Company is hereby granted and shall have an exclusive, irrevocable, perpetual, royalty-free, worldwide license to exercise any and all rights with respect to such Invention, including without limitation the right to protect, make, have made, use and sell that Invention without restriction and the right to sublicense those rights to others.

9) Documentation of Intellectual Property Rights

To the extent permissible under applicable laws, you agree to execute, acknowledge, verify and deliver to the Company, or cause the same to be accomplished, any and all further documents required under applicable laws (including without limitation patent applications, certificates of authorship, and other instruments appropriate for the protection and enforcement of intellectual property rights throughout the world) and render all reasonable assistance that the Company may reasonably deem necessary or appropriate to carry out, evidence or effectuate the purposes or intent of this Agreement. If for any reason whatsoever you fail to execute, acknowledge, verify or deliver any such document reasonably requested by the Company, you hereby irrevocably appoint the Company and its duly authorized officers and agents as your agent and attorney in fact, to act in your stead to execute, acknowledge, verify and deliver any such document (as applicable) with the same legal force and effect as if done by you. In furtherance of this Agreement, you will testify at the Company's request and expense in any legal proceeding arising during or after your employment.

10) Leave Entitlement

Your leave entitlement shall be as per the Company Policies formulated from time to time. Absence for a continuous period of seven days without prior approval of your superior (including overstay of leave / training), would automatically terminate your services without any notice or intimation unless the Company communicates in writing to the contrary.

11) Working Days

The Company works on a 24*7 environment and hence you may have rotational shifts depending on your role, and in accordance with applicable laws.

12) Relocation

The Company may transfer you for work at any of the Company's other offices or its affiliates' offices, existing or to be opened in future, as it may deem necessary.

13) Role & Responsibility

The Company may change your role and responsibilities for work, at its discretion as it may consider necessary from time to time as necessary for the company's business and in accordance with relevant Company Policy.

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MAHESHWARI INTER COLLEGE

14) Termination & Notice Period

a) Your employment will also be governed by Company Policies applicable from time to time. The Company reserves the right to terminate your employment without cause with a notice of **30 days** prior to probation confirmation and **30 days** post confirmation or by paying proportionate Basic Salary (excluding variable) in lieu of any short notice basis management's discretion.

b) Your employment /Services can be terminated forthwith (for cause) in the event of misconduct (which includes but is not limited to non-adherence of or breach of this Agreement & Company Policies, indiscipline, committing a criminal offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to the Company's reputation etc.) or if you are guilty of any act or omission adversely affecting the goodwill, reputation, credit, operations or business of the Company.

c) If you wish to terminate your employment with the Company, you shall be required to serve minimum of **30 days** prior to confirmation and **30 days** post confirmation notice.
The Company, on its sole discretion may decide to waive off/reduce the notice period depending upon the exigencies. In such case, you will be required to pay to the company the Basic Salary for the notice period so reduced/waived off. The Company in this event will not be liable to pay any amount for the remaining notice period.

d) On termination of employment, you shall immediately:
   i) deliver to the Company or as may be directed, all Confidential Information; and
   ii) return to the Company all equipment, security keys, and any other property belonging to the Company.

e) The Company reserves its right to place you under suspension in case any act of commission or omission constituting misconduct or misdemeanor, any act subverting discipline or violating Company Policies or detrimental to the reputation or goodwill of the Company or prejudicial to the business, interests of the Company, etc., is alleged against you or is committed by you. In case of suspension you will be bound by the terms and conditions as contained in the letter of suspension including direction to mark your attendance at the directed place at the allotted time. During the suspension period you would be entitled to the subsistence allowance at the rate of 50% of the monthly Basic Salary, unless if otherwise not governed otherwise by any other applicable legal requirement.

15) Confidentiality & Non-Disclosure

During your employment you will have access to confidential information relating to Company, its shareholders, its related and affiliated entities and clients (collectively "Confidential Information"). Confidential Information shall include any confidential and proprietary information concerning or relating to the Company or the business of the Company, including but not limited to trade secrets, secret formulae, computer hardware, software programs and designs, databases, sensitive information regarding the Company, its shareholders, related parties, affiliated entities, vendors, employees and clients of the Company, specifications, financial and accounting information, customer and supplier details , correspondance, negotiations and / or contracts with customers and suppliers, market research or other reports pertaining to the Company, performance data, business plan and marketing strategies of the Company & research and development plans and expenditure, research databases and any other information or material that the Company in the future may indicate as confidential, or which may be prima facie confidential .

a) During your employment and at all times thereafter, you will neither disclose any Confidential

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MAHESHWARI ... COLLEGE

Information to anyone outside the Company nor use for any purpose other than your work for the Company any Confidential Information.

b) You will not disclose Confidential Information to other Company employees except on a "need-to-know" basis.

c) If you have any questions as to what comprises such Confidential Information or to whom if anyone it may be disclosed, you will consult your Department Head immediately.

16) Company Property

a) You will be responsible for the safekeeping and return in good condition and order of all the property of the Company, which may be in your use, custody, care, or charge. For the loss or damage of any property of the Company in your possession, the Company will have the right to assess on its own basis and recover the actual damages of all such material from you and to take such action as it deems proper in the event of your failure to account for such damages to material or property to its satisfaction.

b) You acknowledge and agree that you will have no ownership or interest in materials, data or information stored on or transmitted using the Company owned or the Company leased property or equipment, all of which shall be subject to access by the Company at any time without notice. When your employment by the Company ends or expires, you will immediately return to the Company all documents, notes, manuals, specifications, designs, pictures, devices, code, email, documents, CDs and tapes created during or related to your employment with the Company, as well as any other material in any form or media containing any Confidential Information. You will also return all keys, access cards, credit cards, identification cards and other property and equipment belonging to the Company.

17) General

a) You are offered on the basis of your educational qualification, background, certification, and prior experience mentioned by you in your application / personal information form/resume and contingent on us receiving a positive reference check from your previous employer(s). In the event any material fact or document, based on which the company offered you employment, is found to be incorrect or untrue, the company shall have the right to terminate your employment immediately without any notice or salary in lieu and you agree to indemnify the company for any loss resulting to the Company on account of such misrepresentation.

b) You will inform in writing to the Company any change of address or details impacting statutory benefits within a week from the change of the same, failing which, any communication sent on your last recorded address shall be deemed to have been served to you.

c) The designation assigned to you may be revised depending upon work assignments/responsibilities being undertaken from time to time or as per Company's structural changes.

d) You will comply, and do all acts that may be necessary for the Company to comply, with the laws and regulations of the central government and all the state governments under which the Company does business, and with provisions of contracts that the Company is privy to.

e) This offer is governed by and subject to Indian laws. In case of any dispute, the jurisdiction to entertain and try such dispute shall vest exclusively in a Court of competent jurisdiction in New Delhi. You will be liable to the Company for violation of terms of this offer, as per applicable laws.

f) The terms of this offer detailed above are strictly confidential and should be treated as

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ANNEXURE I : Compensation FY 2022 – 23

Name	Mr Rahul Dubey
Emp Code	84043
Location Code	Z196
Location	Howrah
Qualification	HSC
Date of Joining	26 Aug 2022
Date of Birth	16 Jan 2003

STATEMENT SHOWING EXISTING EMOLUMENTS

Salary Components	**(INR)**
Basic	9795
House Rent Allowance	490
Education Allowance	0
Additional Allowance (If Applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	0
Gross Earning	10285
Employee State Insurance Corporation (ESIC)	334
Provident Fund	1175
Employee Deposit Linked Scheme (EDLI)	49
Total CTC	11843
Annual CTC	147798

ATTESTED

[illegible]
SERVICE AGREEMENT

AN AGREEMENT made this on 24 day of August 2022 BETWEEN TRENT LIMITED a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street, Mumbai 400 001 and Corporate Office at Trent House, G Block, Plot No. C-61, Bandra Kurla Complex, Bandra(E), Mumbai 400 051 (hereinafter called "the Company" which expression shall include the successors and assignees of the Company) of the ONE PART AND

Mr Rahul Dubey

(hereinafter called "the Employee") of the (Other Part).

WHEREBY IT IS AGREED as follows:

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 28 day of August 2022 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. The Employee shall be on probation for the initial period of six months from the date of joining the services, which period can be extended for a period of six months (three months at a time) in case the work performance, attendance, conduct etc. of the Employee is not found satisfactory of which the Management will be the sole judge.

The Employee shall be confirmed in writing at the end of the initial probation period or the extended probation period as the case may be, provided the work performance, attendance, conduct etc. of the Employee are found satisfactory. The Employee shall be deemed to be on probation until he/she is confirmed in writing by the Company.

The services of the Employee are liable to be terminated by giving one day notice in writing by either party to the other party and by giving Seven days notice in writing or by surrendering Seven days salary in lieu of notice after confirmation.

3. The employee shall, to the best of his/her ability, execute and perform all his/her duties as per the illustrative list of the duties and responsibilities enclosed with the appointment letter, as well as duties ancillary and incidental thereto and as may be required by the Company from time to time. The Employee shall also exercise all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Condition/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such place or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if so required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other impositions, if any payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leaves according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's other rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company submit himself/herself to examination by a Medical practitioner appointed by the Company.

10. The Employee shall –

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.
(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof.

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require.

(d) not at any time within during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working, processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be an associate or a subsidiary of the Company.

(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require.

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, liability or obligations on behalf of the Company for which the employee has no [illegible] Company.

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(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any persons, firm or company having dealings with the Company and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company.

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge.

(i) not, during his/her employment with the Company, wilfully waste, spoil, misuse, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession.

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to whatever were as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media.

(k) another publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company.

(l) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company and in particular, shall observe absolute secrecy as to all technical matters relating to all articles manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries.

11. While serving the Company the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or other wise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including prints and other copies of such correspondence) vouchers, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, leaflets, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come to the Employee's possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or completes any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process technique or method of manufacture or construction now or hereafter used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) conducts any experiment, tests or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulas and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of:

a) Any act of dishonesty, disobedience, insubordination, carelessness, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a compromise or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

c) The reconstitution or amalgamation of the Company whether by the winding up of the Company or otherwise.

d) For purpose of sub-clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. During employment with the Company and after confirmation as specified in Clause 3 hereof, the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee Seven days notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give to the Company Seven days notice in writing or Seven days salary in lieu of notice, however, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and in that event, he/she will be paid his/her salary up to the last working day only.

17. It is expressly agreed by and between the parties hereto that –

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waiver by the Company of the breach thereof and shall not prejudice the Company at any time from enforcing the rights under this Agreement against the Employee.

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(c) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee, whether committed before or at the time of the termination of the Employee's employment hereunder.

18. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

19. The Employee shall not at any time, after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly,

(a) represent himself/herself as being in any way connected with or interested in the business of the Company; or

(b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company;

(c) either on his/her own account or for any person, firm or company solicit, interfere with or endeavour to entice away from the Company any Employee of the Company;

(d) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

20. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

21. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address:

(i) TRENT LIMITED
Trent House, G Block,
Plot No. C-48, Beside Citibank,
Bandra Kurla Complex, Bandra (E),
Mumbai-400051

(ii) Mr Rahul Dubey
S/ Tolbert Sukhdale Bankura
West Bengal - 722150
Tel:
Bankur , West Bengal

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter.

22. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India, that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

23. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

24. The Employee shall abide and conduct himself/herself as per the provisions of the Time Code of Conduct, a copy of which has been received by him/her.

25. The Women employees would be governed by The Maternity Benefit Act, 1961 as amended up to date and they shall also be entitled to the benefits mentioned therein.

IN WITNESS WHEREOF, **the parties hereto have executed these present the day and year first above written.**

SIGNED AND DELIVERED
For and on behalf of
(by the within named)

Signed and delivered
by the within named

Employee
Mr. Rahul Dubey

In the presence of Witness

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PRINCIPAL
MARWARI ... COLLEGE

AB-CO/OFF/041221

06th Nov 2023

Mr /Miss APARAJITA BAURI

Dear APARAJITA BAURI

With reference to our discussions, you had with us, we are pleased to offer you an appointment as **Junior Officer in the Operations Department at RL1 at Absolute Barbeque Pvt Ltd Chennai location.**

You are required to report for duties on 15th nov2023 otherwise this offer will be automatically cancelled. Please bring the original & photocopies of the following documents.

- All educational certificates,
- Six no.'s of passport size.
- Original of Driving License or pan card.
- Original of Aadhar Card is mandatory.
- Bank Passbook or Cheque book of your personal Bank Account. The Bank Account should have your name as per your AadharCard.

You shall be entitled for Gross salary 10,483 **per Month** Also, you will be eligible for Free **Food which includes, breakfast, lunch and dinner, Mediclaim for Self &parents and leaves & Other benefits as per policy and Free Accommodation till L1.**

You will be eligible for **promotion after Six month** of Service basis on your performance.

Please return the duplicate copy of this letter as a token of acceptance of our offer.

Thanking you,

From, Absolute Barbeque Pvt Ltd **Accepted** Aparajita Bauri

(Authorized Signatory)

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MARISHADAL RAI COLLEGE

Absolute Barbeque Pvt. Ltd.
Regd. Office: 2nd Floor, Apurupa Silpi, Indira Nagar, Gachibowli, Hyderabad-500032, Telangana
Email ID: legal@absolute-barbecue.com | Website: www.absolute-barbecue.com
CIN: U55101TG2013PTC090647

AB-CO/OFF/041221

06th Nov 2023

Mr /Miss MALA RANI SINGHA

Dear MALA RANI SINGHA

With reference to our discussions, you had with us, we are pleased to offer you an appointment as **Junior Officer in the Operations Department at RL1 at Absolute Barbeque Pvt Ltd Chennai location**

You are required to report for duties on 15th nov2023 otherwise this offer will be automatically cancelled. Please bring the original & photocopies of the following documents.

- All educational certificates.
- Six no 's of passport size.
- Original of Driving License or pan card.
- Original of Aadhar Card is mandatory.
- Bank Passbook or Cheque book of your personal Bank Account. The Bank Account should have your name as per your AadharCard.

You shall be entitled for Gross salary 10,483 **per Month** Also, you will be eligible for Free **Food which includes, breakfast, lunch and dinner, Mediclaim for Self &parents and leaves & Other benefits as per policy and Free Accommodation till L1.**

You will be eligible for **promotion after Six month** of Service basis on your performance.

Please return the duplicate copy of this letter as a token of acceptance of our offer.

Thanking you.

From, Absolute Barbeque Pvt Ltd **Accepted** Mala Rani Singha

(Authorised Signatory)

HR Manager
Absolute Barbeque Pvt. Ltd.

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MAHISHADAL RAJ COLLEGE

ASMCORPORATE SERVICESPVTTD

www.asmcorporateservices.co (033)9625 43

E-79 Salt Lake City Sector II, Kolkata, WB

Mr. Sailen Tudu
S/O- DebiladTudu
Add-Bhurkundbari, Neturia
Purulia, 723133

July 23, 2024

APPOINTMENT LETTER

Dear Sailen,

Thanks for your interest in our organization and working with us.
With reference to our discussion and on consideration of the supporting documents and other inputs and our Discussions, we are delighted to offer to you the position of **"Retail Sales Associate"** under **ASM CORPORATE SERVICES PV LTD.** Effective date of joining is **05.08.2024.**
We are sure that your association and untiring efforts will help us reach our objectives. Your terms of employment with us will be as per the terms and conditions set forth herein below.

- You will be paid a gross CTC of **Rs.13000/-** per month from the date of your reporting to the duty and others allowances applicable to
  You indicated in the enclosure. You will be deployed a tour client location of **Emerald Jewel Industry India Ltd.** At their **Mettupalayam Road, Rukki Palayamirivu, Nen Palaya(Post), Coimbatore-641032.**
- You will be covered under necessary deductions towards your contributions (ESI/ PF/ PT) shall be done from the amo payable to you. The relevant taxes as applicable will also be deducted as per statutory rules.
- No compensation will be provided from our side in case of any unfortunate accidents during duty hours.
- Your appointment is being made on the basis of your particulars such as qualification, experiences etc, and in case of information as given by you, found false or incorrect, your contractual appointment will deem to be void and liable termination without any notice.
- This agreement commences will be discussed, and shall be in force for a period of 11 Months. On the expiry of the said t the agreement will be subject to renewal with mutual consent of the both parties.
- This agreement may be terminated hereto by giving fifteen days prior notice in writing. If the employee has failed neglected to serve the 15 days statutory notice, the employer has the liberty to hold/forfeit the pending salary, incentiv any, and not issue the release letter there to and in this event the decision of the employer shall be final and binc employee.
- KOLKATA courts will have the jurisdiction in all matters pertaining to this employment.
  The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agree

For **ASM CORPORATE SERVICES PVT. LTD**

(Authorised Signatory)

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MAHISHADAL RAJ COLLEGE

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules appl to the employee of the employer from time to time.
I have read and understood the service rules of the employer and will abide by them.

Acceptance Signature: Sailen Tudu

mbaazar

METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
C.I.N-U74900WB2009PTC135617

Date: 05.03.2024

JOINING GUIDELINES

To,
Dear, Mr./Mrs./Ms. SUMANA SAU
With reference to your subsequent interview with us, we are pleased to offer you a post of RETAIL SALES ASSOCIATE in our organization Metro Retail Pvt. Ltd.

Points to be understood and signed:

1. Your Gross Monthly salary will be Rs 9000/- per month.
2. Your date of reporting will be 05.03.2024
3. Your Reporting location will be HOWRAH but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party giving 15 (Fifteen) days' notice or 15 (Fifteen) days Gross Salary, in lieu thereof.
4. During the course of the service, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration.
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (if any) / Voter Card / PAN Card / Blood Group /2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID card and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine" wherein both in & out punch is mandatory.
8. You are required to submit the leave application for any absent/leave in hard copy apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without information for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will not be entitled for any PL credit in your account. You will be entitled for CL & SL after 6 months of your joining on pro rata basis.

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METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
C.I.N. U74900WB2005PTC135617

10. You will have to submit the Mobile phone during the duty hours with the store mgt. & you will have to perform duties as per Store Shift schedule.
11. You will be eligible for staff discounts only after 3 months from your joining date on a day fixed by management from time to time.
12. Your Resignation letter need to be submitted in Hard copy, which is mandatory.
13. You will be eligible for the appointment letter post probation period.
14. You have to deposit your Staff uniform and Id Card to the Store Manager at the time of resigning from the job, otherwise an amount of Rs.300/250 will be deducted from your salary.
15. You are required to update the store manager for any changes in your personal details, (Like change in Name / Mobile No. / Address / Marital Status) through a new enrollment Form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The quantum and timings of future increments or promotion shall be based, among other things and Circumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your services and you will not be entitled to any further remuneration whatsoever from the date of such termination of service. If at any time in management's 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 company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Metro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sincerely,
For Metro Retail Pvt. Ltd.

MR. MANAGER
METRO RETAIL PVT. LTD.

I have read the terms and conditions of the offer and unconditionally accept the same.

Signature: Sumana Sau
Date: 05.03.24

Adecco

Corporate Office, No 73/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevapura, Whitefield Main Road, Bengaluru – 560048
Tel +91 -80-68407000

Date: 10 / 03 / 2022

Dear BITHIKA DHARA
Address: Kolkata

Thank you for showing interest in joining our organization.

Based on the job application and the initial representation, we are interested in taking your candidature forward for deputation with one of our clients. We would like to inform you that the hiring process can sometimes take more time than anticipated and assure you that your application is still active and under consideration.

While we are in the process of evaluating all candidates thoroughly, we want you to know that your candidacy remains a priority for us. We are dedicated to making sure we select the best fit for the role and the team, which requires a more comprehensive assessment.

The location of the job along with other benefits will be communicated to you shortly. The final offer will be subject to clearance of assessment test, UAN clearance and scrutiny of relevant documents. This Letter does not guarantee any employment.

As part of the selection process, you are required to hand over the mandatory documents listed below to our representative.

- Copy of Aadhaar Card (both sides) & details in the same has to be matching with your SSLC / Xth marks card.
- Copy of Bank Passbook or copy of cancelled cheque (with your name, bank account number, and IFSC clearly printed)
- Copy of SSLC / Xth marks card and highest education qualification certificate
- Police Verification Certificate
- Covid Vaccination Certificate (2 doses)

We are anticipating finalizing the selection process within the next few weeks. In the meantime, please feel free to reach out to our Recruiters (Name) Anurag Kumar (Mobile No) 9708234275 if you have any questions or if there have been any changes to your availability or contact information.

Please note: Adecco or representatives of Adecco does not solicit gifts or money in any kind, hence any claims of this sort will not be entertained.

With Warm Regards,

Anurag Kumar

[Recruiter]
Authorized Signatory

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I hereby accept the above-mentioned terms and conditions.

Name: Bithika Dhara Signature: Bithika Dhara Date: 11.03.2022

Adecco India Private Limited
73/1, 13th Floor, Summit B, Brigade Metropolis, Garudachanpalya,
Mahadevapura, Whitefield Main Road, Bengaluru - 560 048, India.
Tel : +91 80 - 68407000 | Adecco.co.in | CIN : U12900KA1999PTC051999

Adecco

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Corporate Office, No 73/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevapura, Whitefield Main Road, Bengaluru - 560048
Tel +91 -80-68407000

Date: 01 / 04 / 2024

Dear NILIMA DHARA

Address: Kolkata

Thank you for showing interest in joining our organization.

Based on the job application and the initial representations, we are interested in taking your candidature forward for deputations with one of our clients. We would like to inform you that the hiring process can sometimes take more time than anticipated and assure you that your application is still active and under consideration.

While we are in the process of evaluating all candidates thoroughly, we want you to know that your candidacy remains a priority for us. We are dedicated to making sure we select the best fit for the role and the team, which requires a more comprehensive assessment.

The location of the job along with other benefits will be communicated to you shortly. The final offer will be subject to clearance of assessment test, UAN clearance and scrutiny of relevant documents. This Letter does not guarantee any employment.

As part of the selection process, you are required to hand over the mandatory documents listed below to our representative:

- Copy of Aadhaar Card (both sides) & details in the same has to be matching with your SSLC / Xth marks card
- Copy of Bank Passbook or copy of cancelled cheque (with your name, bank account number, and IFSC clearly printed)
- Copy of SSLC / Xth marks card and highest education qualification certificate
- Police Verification Certificate
- Covid Vaccination Certificate (2 doses)

We are anticipating finalizing the selection process within the next few weeks. In the meantime, please feel free to reach out to our Recruiters (Name) Anurag Kumar (Mobile No) 9798574275 if you have any questions or if there have been any changes to your availability or contact information.

Please note: Adecco or representatives of Adecco does not solicit gifts or money in any kind, hence any claims of this sort will not be entertained.

With Warm Regards,

Anurag Kumar

(Recruiter)
Authorized Signatory

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I hereby accept the above-mentioned terms and conditions.

Name: Nilima Dhara Signature: Nilima Dhara Date: 01/04/2024

October 12, 2023

Ms.Neha Halder
Durgapur

Dear Neha,

This is with reference to the various discussions you had with us.

Congratulations!!!

We are pleased to offer you the position of **Customer Relationship Officer** at **Durgapur**. Your annual compensation will be as stated below:

Salary Bifurcation		
Salary Components	**Yearly Earnings**	**Monthly Earnings**
Basic Salary	117408	9784
Statutory Bonus	10200	850
Special Allowance	11304	942
Gross Salary	**138912**	**11576**
Other Benefits		
Statutory Contribution	16669	1389
Gratuity	5645	470
Mediclaim Insurance	3000	250
Cost To Company	**164232**	**13686**

You are requested to join us latest by October 12, 2023, beyond which this offer stands cancelled unless otherwise either party communicates the said delay beforehand. We look forward to your arrival as an employee of our organisation and are confident that you will play a key role in our company's expansion. Your detailed appointment letter will be issued to you at the time of your joining. If this employment offer is acceptable to you, please send us a written confirmation on the offer acceptance with a joining date.

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MARESHWAR RAI COLLEGE

On reporting please bring the following –

- Pan Card is Mandatory (Original & 1 Photocopy)
- Address Proof: Aadhar Card (Original & 1 Photocopy)
- Graduation Certificate (Original & 1 Photocopy)
- 3 Salary Slips of current Organization (Original & 1 Photocopy)
- Experience Letters (Original & 1 Photocopy)
- Relieving Letters (Original & 1 Photocopy)
- 4 Passport Size Photographs
- Cancelled check / Passbook of an active account (for Bank a/c no. & IFSC code).
- UAN number for PF account

We look forward to a mutually rewarding relationship.

For Digital Age Retail Private Limited

Gaurav Suresh Chindarkar
Manager - Human Resource

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA3561K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 888, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336992173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Astami Kumbhakar,

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 05/12/2023. This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of ·10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc. Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainership your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I,Astami Kumbhakar accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Astami Kumbhakar

Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

Arambagh Foodmart Pvt. Ltd. Kolkata-20

DGM-HRD,Admin & Compliance

HR Manager
Arambagh Foodmart Pvt. Ltd.

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MAHISHADAL RAJ COLLEGE

METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
C I N U74900WB2009PTC135617

Date: 01.12.2023

JOINING GUIDELINES

To,
Dear, Mr./Mrs./Ms. SAYANI MIDYA
With reference to your subsequent interview with us, we are pleased to offer you a post of RETAIL SALES ASSOCIATE in our organization Metro Retail Pvt. Ltd.

Points to be understood and signed:

1. Your Gross Monthly salary will be Rs 9000/- per month.
2. Your date of reporting will be 01.12.2023
3. Your Reporting location will be HOWRAH but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party giving 15 (Fifteen) days' notice or 15 (Fifteen) days Gross Salary, in lieu thereof.
4. During the course of the service, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration.
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (if any) / Voter Card / PAN Card / Blood Group /2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID card and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine" wherein both in & out punch is mandatory.
8. You are required to submit the leave application for any absent/leave in hard copy apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without information for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will not be entitled for any PL credit in your account. You will be entitled for CL & SL after 6 months of your joining on pro rata basis.

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METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
CIN-U74900WB2009PTC135617

10. You will have to submit the Mobile phone during the duty hours with the store mgt. & you will have to perform duties as per Store Shift schedule.
11. You will be eligible for staff discounts only after 3 months from your joining date on a day fixed by management from time to time.
12. Your Resignation letter need to be submitted in Hard copy, which is mandatory.
13. You will be eligible for the appointment letter post probation period.
14. You have to deposit your Staff uniform and Id Card to the Store Manager at the time of resigning from the job, otherwise an amount of Rs.300/200 will be deducted from your salary.
15. You are required to update the store manager for any changes in your personal details, (Like change in Name / Mobile No. / Address / Marital Status) through a new enrollment Form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The quantum and timings of future increments or promotion shall be based, among other things and Circumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your services and you will not be entitled to any further remuneration whatsoever from the date of such termination of service. If at any time in management's opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indisipline, absence from duty without permission or any other conduct considered by us detrevent 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 company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Metro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sincerely,
For Metro Retail Pvt. Ltd.

HR MANAGER
METRO RETAIL PVT. LTD.

METRO RETAIL PVT. LTD.

I have read the terms and conditions of the offer and unconditionally accept the same.

Signature: Sayani Mitra
Date: 01/12/2023

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METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
CIN-U74900WB2009PTC135617

Date: 01.12.2023

JOINING GUIDELINES

To,
Dear, Mr./Mrs./Ms. SAHELI MIDYA
With reference to your subsequent interview with us, we are pleased to offer you a post of RETAIL SALES ASSOCIATE in our organization Metro Retail Pvt. Ltd.

Points to be understood and signed:

1. Your Gross Monthly salary will be Rs 9000/- per month.
2. Your date of reporting will be 01.12.2023
3. Your Reporting location will be HOWRAH but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party giving 15 (Fifteen) days' notice or 15 (Fifteen) days Gross Salary, in lieu thereof.
4. During the course of the service, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration.
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (if any) / Voter Card / PAN Card / Blood Group /2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID card and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine" wherein both in & out punch is mandatory.
8. You are required to submit the leave application for any absent/leave in hard copy apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without information for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will not be entitled for any PL credit in your account. You will be entitled for CL & SL after 6 months of your joining on pro rata basis.

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MAHISHADAL RAJ COLLEGE

10. You will have to submit the Mobile phone during the duty hours with the store mgt. & you will have to perform duties as per Store Shift schedule.
11. You will be eligible for staff discounts only after 3 months from your joining date on a day fixed by management from time to time.
12. Your Resignation letter need to be submitted in Hard copy, which is mandatory.
13. You will be eligible for the appointment letter post probation period.
14. You have to deposit your Staff uniform and Id Card to the Store Manager at the time of resigning from the job, otherwise an amount of Rs.300/200 will be deducted from your salary.
15. You are required to update the store manager for any changes in your personal details, (Like change in Name / Mobile No. / Address / Marital Status) through a new enrollment Form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The quantum and timings of future increments or promotion shall be based, among other things and Circumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your services and you will not be entitled to any further remuneration whatsoever from the date of such termination of service. If at any time in management's 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 detrement 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 company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Metro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sincerely,

For Metro Retail Pvt. Ltd.

Hr. Manager
HR MANAGER
METRO RETAIL PVT. LTD.

METRO RETAIL PVT. LTD.

I have read the terms & conditions of the offer and unconditionally accept the same.

Signature: Subhali Midya

Date: 01-19-2023

mio amore

ISO 22000 : 2005

Date: 01/11/2023

To
Marufa Khatun,
Padumpur,Tamluk
Purba Medinipur,
Pin-721649,W.B.

Subject: Appointment Letter for Sales Associate .

Dear Najra Khatun,

This is to inform you that you have been selected by our company Switz Food Pvt. Ltd. as a sales associate . You are expected to join the organization as soon as possible and we are expecting from your end within next two days . Your basic salary is 9000/-(Rupees Nine Thousand only) plus incentives and other allowance.

You will posted in our Mio-Amore-Ankurhat branch but because of the nature of job ,you are required to post other branch of the state.

Please return the duplicate copy of the attached appointment letter duly signed confirming your acceptance. We look forward to your joining in our team for a long and successful association.

Thanking You,

From ,Mio-Amore Pvt. Ltd. Accepted Najrufa Khatun

SWITZ FOOD PVT. LTD. Kolkata

(Authorized Signatory)
HR Manager
SWITZ FOOD PVT. LTD.

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MAHISHADAL RAJ COLLEGE

P-36- 41, s-33/2, Phase-I, Kasba Industrial Estate, Sector I, East Kolkata Twp, Kolkata, West Bengal 700107

Ref. HR/SHRC/0/24/04/07586.01

Date: 08.01.2024

Offer-cum-Appointment Letter

Dear Sujata Das,

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 CSA Cashier in the employment of the company subject to your joining on or before Sujata Das. The offer shall automatically lapse if you do not join.
Reliance Projects & Property Management Services Ltd is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as CSA Cashier in Grade IC1 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 1,20,000 per Annum as below:

	Rs. per month*
Basic	10,000
HRA	0
Conveyance Allowance	0
Monthly Gross	10,000
Annual Gross	1,20,000

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 deputation or completion 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

HR Manager
B SIRKAR PPRIVATE LIMITED
Authorised Signatory

B SIRKAR PPRIVATE LIMITED. Kolkata-12

Signature of the Employee:
Encl: Terms and Conditions of Employment - Annexure - I

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B. Sirkar Industries

12. During your tenure with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any information breaching or breach of confidentiality in any way which has occurred due to the misuse of your credentials.

13. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the client or Company as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the client's establishment of your posting.

14. You shall be entitled to leave and other benefits as per the rules and regulations governing client's establishment where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly holiday may be staggered and determined as per the course.

15. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, accordingly at the client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered and you may be required to work in spells in the morning and evening. In case you being a female employee you shall be provided with due security escort up to your residence in case you work beyond 8 pm.

16. You will be required to work on any day of the year, including festival holidays, in the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

17. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary / affiliate of our client / associate. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

18. In normal course you shall retire from the services of the organization on attaining the age of 58 years.

19. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

   i. Return to work within 8 days from the commencement of such absence and

   ii. Give an explanation to the satisfaction of the Management regarding such absence.

20. You will be on probation for a period of Six Months from the date of your joining, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 30 Days' notice in writing by either side or payment of 30 Days Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment is liable to be terminated by giving One Months' notice in writing by either side or payment of One Month Basic Salary in lieu thereof. You shall attend duties till you are relieved from the service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

21. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being enumerated and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty and commission of an act involving moral turpitude, any act of indiscipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

22. You will be bound by the code of conduct, rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions and terms of employment.

23. You may be laid off on payment of 50% wages on account of shortage of work, materials, electricity and similar other reasons.

24. You shall extend all cooperation to the client's employees, customers, representatives, etc. and do all such things diligently, faithfully and to the best of your skill and ability as may be necessary to serve the client and perform all the duties entrusted to you from time to time.

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MAHESHWARI BAI COLLEGE

PRINCIPAL
MAHESHWARI BAI COLLEGE

ATTESTED

Annexure – I

TERMS & CONDITIONS OF EMPLOYMENT

1. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will cease to end on the day you are found medically unfit by the Medical Officer.

2. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.

3. The address as indicated in your application for appointment shall deem to be correct for sending any communications to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.

4. All the above emoluments should be reduced in the event of absence without leave or leave without pay. Only Basic Salary shall be reckoned for computing the contribution to the Provident Fund.

5. You are required to submit the following documents, if the same have not been submitted earlier.

   i. Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials in original together with copies thereof.

   ii. Copies of your passport photographs with white background.

   iii. Copy of Passport / Ration Card / Voter's ID / driving licence / aadhaar or any other document as proof of your residence and photo identity.

   iv. Copy of your PAN.

6. You have hereby given an objection to the Company/Or its group Companies and necessarily sharing your personal information and documents, including but not limited to Aadhar number, other Government issued ID number such as Voter ID, PAN card, DL, name, gender, date of birth, address, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organization that Reliance Retail has appointed from time to time or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / future accrual / rebate on cost, etc.

7. You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

8. You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

9. Your Via Objection will be commensurate with the arrangement between the Company and any agency / organization engaged by the Company for References / Antecedent / verification of your current and past employments.

10. In order to ensure the uniformity and maintenance of a good ambiance before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.

11. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.

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MAHISHADAL RAJ COLLEGE

1&B/2D gangaly street Kolkata 700032, West Bengal, Website/Jobsite/Email/Contact 8900032222/33/Toll Free/3

B. Sirkar Johnson

ANNEXURE - II

UNDERTAKING

I, Sujata Das hereby acknowledge and agree to the following terms and conditions in connection with my employment at

1. I understand that maintaining basic grooming and hygiene standards is essential for a positive customer experience and a professional workplace. I commit to maintaining good personal hygiene and adhering to the company's grooming guidelines.
2. I acknowledge that as an employee of Reliance Projects & Property Management Services Ltd, I am required to adhere to the company's uniform policy. I will wear the provided uniform as provided by the company, follow all guidelines and instructions regarding its proper use and maintenance.
3. I recognize the importance of polite and respectful communication with customers. I will consistently engage with customers in a friendly, professional, and courteous manner, actively listening to their needs and providing assistance to the best of my ability.
4. I acknowledge that my role may require me to handle cash transactions and maintain accurate records of financial transactions as part of my responsibilities. I will diligently follow company procedures for cash handling and bookkeeping, ensuring accuracy and transparency at all times. In case of any discrepancy, the same may be recovered from my salary.
5. I understand that the store operation timings shall coincide with the timings of the retail market in which the store is located. I hereby consent to adhere to the same. I acknowledge that this is crucial for the smooth functioning of the Company, and I am prepared to contribute as necessary.
6. I am committed to maintain a workplace free from discrimination or bias based on gender, sex, race, or any other protected characteristic. I will treat all Colleagues, Manager and Customers with fairness, respect, and dignity, and I will promptly report any incidents of discrimination or harassment that I witness or experience with the HR Department.
7. I am committed to participating in all training sessions and workshops, whether conducted virtually or in person. I acknowledge that these training opportunities are essential for my professional development and the Company's growth.

I acknowledge that I have read, understood, and agree to comply with the terms and conditions set forth in this undertaking, encompassing those outlined in my Appointment Letter, Company Policies, and procedures, subject to amendments as deemed necessary. Further I give my consent to clauses no. 8 & 9 of the terms and conditions of my Appointment Letter.

Name : Sujata Das

Signature : Sujata Das

Date : 01/01/2024

B. SIRKAR PRIVATE LIMITED. Kolkata-12

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MAHISHADAL RAJ COLLEGE

TRENT LIMITED
A TATA Enterprise

Ref: TRE/Juv/2024/104502

12/06/2024

Mr. SAKTIPADA MANDAL
VILL- GABDANGAR, PO-MAKRAMPUR,

Dear Mr.SAKTIPADA MANDAL,

Sub: Appointment as Sales Associate Emp.No: 104502

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Operation to be located at 2182-Kolkata-West Bengal, on the following terms and conditions. Please refer Annexure I, for detailed information regarding your cost monthly/per annum emoluments.

Statutory deductions, as applicable, would be effected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services 12/06/2024 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you 90 days' notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will mandatorily give the Company 90 days' notice in writing.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail GPWPM1119K and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company on attaining the age of 58 years.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

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5. Your current location for day-to-day work will be at Z182-Kolkata-West Bengal. However, your services are liable to be transferred one post to another, from one department to another, from one store to another store and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulations, service conditions and benefits as applicable in the department, store and the city where you are posted.

6. It shall be your sole responsibility to get yourself relieved from exiting employment if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your present employer may make against you or liabilities arising therefrom.

7. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

8. You will observe a six-day working week.

9. You are allotted Employee No.104502 and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

10. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

11. You will abide by HR policies which may be amended from time to time.

12. You will abide by POSH policies (Prevention of sexual harassment Policy) which may be amended from time to time.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

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The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

Please acknowledge the terms and conditions as token of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct)

Thanking You,
For Trent Limited

Mr. Ajay Menon
Authorized Signatory

Encl: CTC Statement

I have read the above terms and Conditions and I accept the same.

(Mr.SAKTIPADA MANDAL)

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: [illegible] FAX : [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: [illegible] FAX : [illegible]
Email Id - [illegible] Website - [illegible] CIN : [illegible]

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MAHISHADAL RAJ COLLEGE

TRENT LIMITED
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ANNEXURE I : Compensation FY 2023 - 24

Name	Mr.SAKTIPADA MANDAL
Emp Code	104932
Location code	2182
Location	2182-Kolkata-West Bengal
Qualification	BDU
Date of Joining	12/06/2024
Date of Birth	26/03/2002
Statement Showing Existing Emoluments	
Salary Components	INR
Basic	10,827
House Rent Allowance	541
Educational Allowance	0
Additional Allowance(if applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	00
Gross Earning	11,368
Employee State Insurance Corporation (ESIC)	309
Provident Fund	1,299
Employee Deposit Linked Scheme (EDLI)	54
TOTAL CTC	13,090
Gratuity	521
Mediclaim	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,611
Annual Grand CTC	163,333.58

Remarks

Subject to change as per the new Laws applicable to the Government from 1st April 2021
Payment of Gratuity will be governed as per the provisions of the Payment of Gratuity Act, at the time of separation.
Your compensation is subject to tax deductions as per the Indian Income Tax rules *The paid components are deemed copy and will be reflected only if opted by the employee

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

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PRINCIPAL
MAHISHADAL RAJ COLLEGE

TRENT
LIMITED
A TATA Enterprise

SERVICE AGREEMENT

AN AGREEMENT, made this 12/06/2024 BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street,Mumbai-400001 and Corporate Office at Trent House, G Block, Plot No. C60, Besides Citibank, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 (hereinafter called "the Company" which expression shall include the successors and assignees of the Company) of the ONE PART AND

Mr.SAKTIPADA MANDAL
(Here in after called "the Employee") of the OTHER PART.

WHEREBY IT IS AGREED as follows:

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 12/06/2024 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. During employment the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall mandatorily give to the Company 90 Days' notice in writing or 90 Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also execute all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Condition/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if so required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

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6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other impositions, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's schemes/rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company, submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall –

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof.

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require.

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working, processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be, an associate or a subsidiary of the Company.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL. : 91-22-6665 6262. FAX : 91-22-2204 3091

CORPORATE OFFICE : TRENT HOUSE, G BLOCK, PLOT NO. C-60, BESIDE G-77 BARK, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL. : 91-22-6709 8000. FAX : 91-22-6709 8196
Email id : investor@trent-tata.com Website : www.trentlimited.com CIN : L24300MH1952PLC009881

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(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require;

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company;

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company;

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge;

(i) not, during his/her employment with the Company, wilfully waste, spoil, embezzle, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession;

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company;

(k) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries;

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11. While serving the Company the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) voucher, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, readers, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come in to the Employees possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or hereafter used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

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14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) conducts any experiment, tests or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulate and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of :

a) Any act of dishonesty, disobedience, insubordination, unchastity, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

c) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

d) For purpose of sub-clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more information.

17. It is expressly agreed by and between the parties hereto that -

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waive by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

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MAHISHADAL RAJ COLLEGE

b) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee, whether committed before or at the time of the termination of the Employee's employment hereunder.

18. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

19. The Employee shall not at any time, after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly:

a) represent himself/herself as being in any way connected with or interested in the business of the Company, or

b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company.

c) either on his/her own account or for any person, firm or company solicit, interfere with or endeavour to entice away from the Company any Employee of the Company.

d) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

20. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

21. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address:

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PRINCIPAL
MAHISHADAL RAJ COLLEGE

TRENT LIMITED
A TATA Enterprise

1.	Trent Limited
	Trent House, G Block,
	Plot No. C60, Beside Citibank
	Bandra Kurla Complex, Bandra (East)
	Mumbai – 400051

2	SAKTIPADA MANDAL
	VILL- GABDANGAR, PO-MAKRAMPUR,
	Purba Medinipur
	West Bengal
	India

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter.

22. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India, that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

23. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

24. The Employee shall abide and conduct him/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her.

25. The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

ATTESTED
PRINCIPAL
VIDYASAGAR RAI COLLEGE

TRENT LIMITED
A TATA Enterprise

In WITNESS WHEREOF, the parties hereto have noexcuted these present the day and year first above written.

SIGNED AND DELIVERED,
For and on behalf of by the within named
For Trent Limited

Mr.Ajay Menon

Authorised Signatory

(Mr.SAKTIPADA MANDAL)

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: (91-22) [illegible] FAX : (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE OTTERMAN, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: (91-22) [illegible] FAX : (91-22) [illegible]
Email id : [illegible] Website : www.trentlimited.com CIN : [illegible]

TRENT
LIMITED
A TATA Enterprise

IN WITNESS WHEREOF, the parties hereto have executed these present the day and year first above written.

SIGNED AND DELIVERED,
For and on behalf of by the within named
For Trent Limited

Mr.Ajay Menon

Authorised Signatory

(Mr.Parthagnathn Janai)

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL. : (91-22) [illegible] FAX : (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL. : (91-22) [illegible] FAX : (91-22) [illegible]
Email id - [illegible] Website - www.trentlimited.com CIN - [illegible]

TRENT
LIMITED
A TATA Enterprise

1.	Trent Limited
	Trent House, G Block,
	Plot No. C60, Besides Citibank
	Bandra Kurla Complex, Bandra (East)
	Mumbai - 400051

2	Parthapratim Jana
	Kamanda Khejuri Purba Medinipur
	Medinipur
	West Bengal
	India

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter.

22. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India, that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

23. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

24. The Employee shall abide and conduct his/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her.

25. The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: (91-22) 6665 1982 FAX : (91-22) 2204 2083
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: (91-22) 6700 8000 FAX : (91-22) 6700 8100
Email Id : [illegible] Website : www.trentlimited.com CIN : [illegible]

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MAHISHADAL RAJ COLLEGE

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b) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee, whether committed before or at the time of the termination of the Employee's employment hereunder.

18. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

19. The Employee shall not at any time, after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly-

a) represent himself/herself as being in any way connected with or interested in the business of the Company, or

b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company.

c) either on his/her own account or for any person, firm or company solicit, interfere with or endeavour to entice away from the Company any Employee of the Company.

d) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

20. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

21. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address:

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001 TEL : (91-22) 6665 8282 FAX : (91-22) 2204 2691
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) 6700 9000 FAX : (91-22) 6700 9190
Email id - wecare@trent-tata.com Website - www.trentlimited.com CIN - L24248MH1952PLC008951

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14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) conducts any experiment, tests or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulate and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of :

a) Any act of dishonesty, disobedience, insubordination, unfaithfully, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

c) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

d) For purpose of sub-clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more information.

17. It is expressly agreed by and between the parties hereto that –

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waive by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

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11. While serving the Company the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) vouchers, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, readers, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come in to the Employees possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or herewith used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL / [illegible] FAX : [illegible]
CORPORATE OFFICE : TRENT HOUSE, G BLOCK, PLOT NO. C-60, BEHIND CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : [illegible] FAX : [illegible]
Email id - [illegible] Website - www.trentlimited.com CIN - [illegible]

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(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require;

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company;

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company;

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge;

(i) not, during his/her employment with the Company, wilfully waste, spoil, embezzle, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession;

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company;

(k) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries;

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TRENT LIMITED
A TATA Enterprise

6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other impositions, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's scheme/rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company, submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall –

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof.

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require;

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working, processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be, an associate or a subsidiary of the Company;

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: (91-22) 6665 8282 FAX : (91-22) 2204 2081
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BEHIND CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: (91-22) 6700 1000 FAX : (91-22) 6700 6100
Email id - [illegible] Website - www.trentlimited.com CIN : [illegible]

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

TRENT LIMITED
A TATA Enterprise

SERVICE AGREEMENT

AN AGREEMENT, made this 15/06/2024 BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street,Mumbai-400001 and Corporate Office at Trent House, G Block, Plot No. C60, Besides Citibank, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 (hereinafter called "the Company" which expression shall include the successors and assignees of the Company) of the ONE PART AND

Mr.Parthopratim Jana
(Here in after called "the Employee") of the OTHER PART.

WHEREBY IT IS AGREED as follows:

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 15/06/2024 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. During employment the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall mandatorily give to the Company 90 Days' notice in writing or 90 Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also execute all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Condition/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if as required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

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MAHISHADAL RAJ COLLEGE

TRENT LIMITED
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ANNEXURE I : Compensation FY 2023 – 24

Name	Mr.Parthapratim Jana
Emp Code	104801
Location code	Z183
Location	Z183-Kolkata West Bengal
Qualification	EDU
Date of Joining	15/06/2024
Date of Birth	19/04/2005
Statement Showing Existing Emoluments	
Salary Components	**INR**
Basic	10,827
House Rent Allowance	541
Educational Allowance	0
Additional Allowance(if applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	00
Gross Earning	11,368
Employee State Insurance Corporation (ESIC)	369
Provident Fund	1,299
Employee Deposit Linked Scheme (EDLI)	54
TOTAL CTC	13,090
Gratuity	521
Mediclaim	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,611
Annual Grand CTC	163,332

Remarks:

Subject to change as per the new Labour applicable by the Government from 1st April 2021
Payment of Gratuity will be governed as per the provisions of the Payment of Gratuity Act, at the time of separation
Your compensation is subject to tax deductions as per the Indian Income Tax rules. *Tax exit components are discretionary and will be effected only if opted by the employee

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : 91-22 6665 8282 FAX : 91-22 2204 2081
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : 91-22-6700 8000 FAX : 91-22-6700 8100
Email id : [illegible] Website : [illegible] CIN : [illegible]

ATTESTED
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MAHISHADAL RAJ COLLEGE

TRENT LIMITED
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The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

Please acknowledge the terms and conditions as token of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct)

Thanking You.
For Trent Limited

Mr. Ajay Menon
Authorized Signatory

Encl: CTC Statement

I have read the above terms and Conditions and I accept the same.

(Mr.Parthajnatin Jaina)

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) 6650 6250 FAX : (91-22) 6204 2061

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) 6700 9000 FAX : (91-22) 6700 8100
Email id : investors@trent-tata.com Website : www.trentlimited.com CIN : L24243MH1952PLC008951

ATTESTED
PRINCIPAL
MANSHRADAL KAJ COLLEGE

TRENT LIMITED
A TATA Enterprise

Ref: TRE/Juni/2024/104931

18/06/2024

Mr. Sambhunath Mandal
Tebara, East Mindapore
West Bengal

Dear Mr.Sambhunath Mandal,

Sub: Appointment as Sales Associate Emp.No: 104931

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Operation to be located at Z192-Kolkata-West Bengal, on the following terms and conditions. Please refer Annexure I, for detailed information regarding your per month/per annum emoluments.

Statutory deductions, as applicable, would be effected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services 18/06/2024 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you 90 days' notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will mandatorily give the Company 90 days' notice in writing.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail IAGPM7820E and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company on attaining the age of 58 years.

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5. Your current location for day-to-day work will be at Z182-Kolkata-West Bengal. However, your services are liable to be transferred one post to another, from one department to another, from one store to another store and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulation, service conditions and benefits as applicable in the department, store and the city where you are posted.

6. It shall be your sole responsibility to get yourself relieved from existing employment if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your present employer may make against you or liabilities arising therefrom.

7. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

8. You will observe a six-day working week.

9. You are allotted Employee No.104031 and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

10. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

11. You will abide by HR policies which may be amended from time to time.

12. You will abide by POSH policies (Prevention of sexual harassment Policy) which may be amended from time to time.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001 TEL : (91-22) 6665 8282 FAX : (91-22) 2204 2081

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051 TEL : (91-22) 6708 9000 FAX : (91-22) 6708 9080
Email id : [illegible] Website : [illegible] CIN : [illegible]

ATTESTED
PRINCIPAL
MAHESHWARI LAW [illegible]

TRENT LIMITED
A TATA Enterprise

The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

Please acknowledge the terms and conditions as token of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct)

Thanking You,
For Trent Limited

Mr. Ajay Menon
Authorized Signatory

I have read the above terms and Conditions and I accept the same.

(Mr.Sambhunath Mandal)

Encl: CTC Statement

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: (91-22) [illegible] FAX : (91-22) 2204 [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: (91-22) 6705 [illegible] FAX : (91-22) 6705 [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

TRENT LIMITED
A TATA Enterprise

ANNEXURE I : Compensation FY 2023 – 24

Name	Mr Sambhunath Mandal
Emp Code	104931
Location code	Z183
Location	Z183-Kolkata-West Bengal
Qualification	EDU
Date of Joining	18/06/2024
Date of Birth	23/06/2004
Statement Showing Existing Emoluments	
Salary Components	INR
Basic	10,827
House Rent Allowance	541
Educational Allowance	0
Additional Allowance(if applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	00
Gross Earning	11,368
Employee State Insurance Corporation (ESIC)	369
Provident Fund	1,299
Employee Deposit Linked Scheme (EDLI)	54
TOTAL CTC	13,090
Gratuity	521
Mediclaim	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,611
Annual Grand CTC	163,331.56

Remarks:

Subject to change as per the new Laws applicable by the Government from 1st April 2021
Payment of Gratuity will be governed as per the provisions of the Payment of Gratuity Act, at the time of separation
Fixed compensation is subject to tax deductions as per the Indian Income Tax rules. The said components are discretionary and will be collected only if opted by the employee

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

TRENT LIMITED
A TATA Enterprise

SERVICE AGREEMENT

AN AGREEMENT, made this 18/06/2024 BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street,Mumbai-400001 and Corporate Office at Trent House, G Block, Plot No. C60, Bandra Citibank, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 (hereinafter called "the Company" which expression shall include the successors and assignees of the Company) of the ONE PART AND

Mr.Sambhunath Mandal
(Here in after called "the Employee") of the OTHER PART.

WHEREBY IT IS AGREED as follows:

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 18/06/2024 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. During employment the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall mandatorily give to the Company 90 Days' notice in writing or 90 Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also execute all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Condition/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if so required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

ATTESTED
DIRECTOR
MAHISHADAL [illegible]

6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other impositions, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's scheme/rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company, submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall -

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof;

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require;

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working, processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be, an associate or a subsidiary of the Company;

ATTESTED
PRINCIPAL
MANMOHAN JAI COLLEGE

(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require;

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company;

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company;

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge;

(i) not, during his/her employment with the Company, wilfully waste, spoil, embezzle, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession;

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company;

(k) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries;

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MANISHABAI RAI COLLEGE

TRENT LIMITED
A TATA Enterprise

11. While serving the Company the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) voucher, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, readers, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come in to the Employees possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or henceforth used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

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PRINCIPAL
MAHISHADAL RAJ COLLEGE

TRENT LIMITED
A TATA Enterprise

14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) conducts any experiment, tests or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulate and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of :

a) Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

c) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

d) For purpose of sub-clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more information.

17. It is expressly agreed by and between the parties hereto that –

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waive by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

ATTESTED
PRINCIPAL
MAHESHADAL RAJ COLLEGE

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b) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee, whether committed before or at the time of the termination of the Employee's employment hereunder.

18. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

19. The Employee shall not at any time, after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly-

a) represent himself/herself as being in any way connected with or interested in the business of the Company, or

b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company.

c) either on his/her own account or for any person, firm or company solicit, interfere with or endeavour to entice away from the Company any Employee of the Company.

d) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

20. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

21. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address:

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001 TEL : (91-22) [illegible] FAX : (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
Email Id : [illegible] Website : [illegible] CIN : [illegible]

ATTESTED
PRINCIPAL
MANISHADAI RAI COLLEGE

TRENT LIMITED
A TATA Enterprise

1.	Trent Limited
	Trent House, G Block,
	Plot No. C60, Besides Citibank
	Bandra Kurla Complex, Bandra (East)
	Mumbai – 400051

2	Santihunath Mandal
	Tetami, East Mindapore
	East mindapore
	West Bengal
	India

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly sealed and posted as a prepaid letter.

22. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India, that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

23. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

24. The Employee shall abide and conduct himself/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her.

25. The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

TRENT
LIMITED
A TATA Enterprise

IN WITNESS WHEREOF, the parties hereto have executed these present the day and year first above written.

SIGNED AND DELIVERED,
For and on behalf of by the within named
For Trent Limited

Mr Ajay Menon

Authorised Signatory

(Mr Sanchurath Mamlal)

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: (91-22) 6665 5050 FAX : (91-22) 2204 2081

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: (91-22) 6700 9000 FAX : (91-22) 6700 6100
Email id : investor@trent-tata.com Website : www.trentlimited.com CIN : L24248MH1952PLC008951

TRENT LIMITED
A TATA Enterprise

Ref: TRE/Jun/2024/104499

12/06/2024

Mr. Jit Kumar Jana
Hansaijita
Purba Medinipur pin-721429

Dear Mr.Jit Kumar Jana,

Sub: Appointment as Sales Associate Emp.No: 104499

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Orientation to be located at Z182-Kolkata-West Bengal, on the following terms and conditions. Please refer Annexure I, for detailed information regarding your per month/per annum emolument.

Statutory deductions, as applicable, would be effected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services 12/06/2024 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you 90 days' notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will mandatorily give the Company 90 days' notice in writing.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail CCSPJ7517B and the same will be consistent as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company on attaining the age of 58 years.

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5. Your current location for day-to-day work will be at Z182-Kolkata-West Bengal; However, your services are liable to be transferred one post to another, from one department to another, from one store to another store and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulation, service conditions and benefits as applicable in the department, store and the city where you are posted.

6. It shall be your sole responsibility to get yourself relieved from exiting employment if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your present employer may make against you or liabilities arising therefrom.

7. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

8. You will observe a six-day working week.

9. You are allotted Employee No.104469 and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

10. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

11. You will abide by HR policies which may be amended from time to time.

12. You will abide by POSH policies (Prevention of sexual harassment Policy) which may be amended from time to time.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001 TEL : (91-22) [illegible] FAX : (91-22) [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE DIO BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051 TEL : (91-22) 6705 9000 FAX : (91-22) 6705 9100
Email id : [illegible] Website : [illegible] CIN : [illegible]

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The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to-date and they shall also be entitled to the benefits mentioned there-in

Please acknowledge the terms and conditions as token of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct)

Thanking You,
For Trent Limited

Mr. Ajay Menon
Authorized Signatory

Encl: CTC Statement

I have read the above terms and Conditions and I accept the same.

(Mr.Jit Kumar Jana)

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
Email id - [illegible] Website - [illegible] CIN - [illegible]

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ANNEXURE I : Compensation FY 2023 – 24

Name	Mr.Jit Kumar Jana
Emp Code	104499
Location code	2102
Location	2102-Kolkata-West Bengal
Qualification	BEDU
Date of Joining	12/06/2024
Date of Birth	19/06/2005
Statement Showing Existing Emoluments	
Salary Components	**Bill**
Basic	10,827
House Rent Allowance	541
Educational Allowance	0
Additional Allowance(If applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	00
Gross Earning	11,368
Employee State Insurance Corporation (ESIC)	369
Provident Fund	1,299
Employee Deposit Linked Scheme (EDLI)	54
TOTAL CTC	13,090
Gratuity	521
Mediclaim	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,611
Annual Grand CTC	163,333.56

Remarks

Subject to change as per the new Laws applicable by the Government from 1st April 2021
Payment of Gratuity will be governed as per the provisions of the Payment of Gratuity Act, at the time of separation
Your compensation is subject to tax deductions as per the Indian Income Tax rules *The said components are discretionary and will be reflected only if opted by the employee

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: (91-22) 6666 8282 FAX : (91-22) 2204 2681

CORPORATE OFFICE : TRENT HOUSE, G BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: (91-22) 6708 9000 FAX : (91-22) 6708 9100
Email id - secretarial@trent-tata.com Website - www.trentlimited.com CIN - L15400MH1952PLC009261

ATTESTED
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TRENT LIMITED
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SERVICE AGREEMENT

AN AGREEMENT, made this 12/06/2024 BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street,Mumbai-400001 and Corporate Office at Trent House, G Block, Plot No. C60, Beside Citibank, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 (hereinafter called "the Company" which expression shall include the successors and assignees of the Company) of the ONE PART AND

Mr Jit Kumar Jana
(Here in after called "the Employee") of the OTHER PART.

WHEREBY IT IS AGREED as follows

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 12/06/2024 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. During employment the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall mandatorily give to the Company 90 Days' notice in writing or 90 Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also exercise all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Condition/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if so required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

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6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other impositions, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's scheme/rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company, submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall –

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof;

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require;

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working, processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be, an associate or a subsidiary of the Company;

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(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require;

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company;

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company;

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge;

(i) not, during his/her employment with the Company, wilfully waste, spoil, embezzle, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession;

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company;

(k) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries;

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11. While serving the Company the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) voucher, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, readers, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come in to the Employees possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or henceforth used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

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14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) conducts any experiment, tests or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulate and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of:

a) Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

c) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

d) For purpose of sub-clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more information.

17. It is expressly agreed by and between the parties hereto that –

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waive by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

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b) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee, whether committed before or at the time of the termination of the Employee's employment hereunder.

18. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

19. The Employee shall not at any time, after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly-

a) represent himself/herself as being in any way connected with or interested in the business of the Company, or

b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company.

c) either on his/her own account or for any person, firm or company solicit, interfere with or endeavour to entice away from the Company any Employee of the Company.

d) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

20. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

21. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address.

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1.	Trent Limited
	Trent House, G Block,
	Plot No. C60, Besides Citibank
	Bandra Kurla Complex, Bandra (East)
	Mumbai – 400051

2.	Jit Kumar Jana
	Hanarpita
	Purba Medinipur
	West Bangal
	India

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter.

22. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India, that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

23. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

24. The Employee shall abide and conduct himself/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her.

25. The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

ATTESTED
MRUTISHAILAL NAI [illegible]

TRENT
LIMITED
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IN WITNESS WHEREOF, the parties hereto have executed these present the day and year first above written.

SIGNED AND DELIVERED,
For and on behalf of by the within named
For Trent Limited

Mr.Ajay Menon

Authorised Signatory

(Mr.Jit Kumar Jain)

ATTESTED
PRINCIPAL
MAHISHADAL RAI COL...

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) [illegible] FAX : (91-22) 2204 2081
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
Email id : [illegible] Website : www.trentlimited.com CIN : L24243MH1952PLC008801

TRENT LIMITED
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Ref: TRE/Jun/2024/104218

03/06/2024

Mr. Pradip Barman
chunakhali
Purba Medinipur-721632

Dear Mr Pradip Barman,

Sub: Appointment as Sales Associate Eng.No. 104218

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Operation to be located at Z182-Kolkata-West Bengal, on the following terms and conditions. Please refer Annexure I, for detailed information regarding your per month/per annum emolument.

Statutory deductions, as applicable, would be effected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services 03/06/2024 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you 90 days' notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will mandatorily give the Company 90 days' notice in writing.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail GGYPB7486D and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company on attaining the age of 58 years.

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5. Your current location for day-to-day work will be at Z182-Kolkata-West Bengal. However, your services are liable to be transferred one post to another, from one department to another, from one store to another store and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulation, service conditions and benefits as applicable in the department, store and the city where you are posted.

6. It shall be your sole responsibility to get yourself relieved from outing employment if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your present employer may make against you or liabilities arising therefrom.

7. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

8. You will observe a six-day working week.

9. You are allotted Employee No.104218 and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

10. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

11. You will abide by HR policies which may be amended from time to time.

12. You will abide by POSH policies (Prevention of sexual harassment Policy) which may be amended from time to time.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL. : [illegible] FAX : [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL. : [illegible] FAX : [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

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The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

Please acknowledge the terms and conditions as token of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct)

Thanking You,
For Trent Limited

Mr. Ajay Menon
Authorized Signatory

Encl: CTC Statement

I have read the above terms and Conditions and I accept the same.

(Mr.Pradip Barman)

REGISTERED OFFICE : BOMBAY HOUSE, 24, HORMUSJI STREET, MUMBAI - 400 001. TEL : (91-22) 6666 8282 FAX : (91-22) 2204 2061
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, 180 FEET CITY BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) 6700 9000 FAX : (91-22) 6700 9100
Email id : [illegible] Website : www.trentlimited.com CIN : [illegible]

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ANNEXURE I : Compensation FY 2023 – 24

Name	Mr.Pradip Barman
Emp Code	104218
Location code	2182
Location	2182-Kolkata-West Bengal
Qualification	EDU
Date of Joining	01/06/2024
Date of Birth	01/02/2004
Statement Showing Existing Emoluments	
Salary Components	INR
Basic	10,827
House Rent Allowance	541
Educational Allowance	0
Additional Allowance(if applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	00
Gross Earning	11,368
Employee State Insurance Corporation (ESIC)	309
Provident Fund	1,299
Employee Deposit Linked Scheme (EDLI)	54
TOTAL CTC	13,030
Gratuity	521
Mediclaim	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,611
Annual Grand CTC	163,333.00

Remarks:

Subject to change as per the new Laws applicable by the Government from 1st April 2021.
Payment of Gratuity will be generated as per the provisions of the Payment of Gratuity Act, at the time of separation.
Your compensation is subject to tax deduction as per the Indian Income Tax rules.*This said components are discretionary and will be effected only if opted by the employee

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CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) 6700 9600 FAX : (91-22) 6700 9100
Email Id : [illegible] Website : www.trentlimited.com CIN : L15400MH1952PLC009267

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TRENT LIMITED
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SERVICE AGREEMENT

AN AGREEMENT, made this 03/06/2024 BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street,Mumbai-400001 and Corporate Office at Trent House, G Block, Plot No. C60, Beside Citibank, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 (hereinafter called "the Company" which expression shall include the successors and assignees of the Company) of the ONE PART AND

Mr.Pradip Barman
(Here in after called "the Employee") of the OTHER PART.

WHEREBY IT IS AGREED as follows:

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 03/06/2024 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. During employment the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall mandatorily give to the Company 90 Days' notice in writing or 90 Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also execute all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Condition/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if so required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

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6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other impositions, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's scheme/rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company, submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall –

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof;

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require;

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working, processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be, an associate or a subsidiary of the Company;

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
Email id : [illegible] Website : www.trentlimited.com CIN : [illegible]

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(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require;

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company;

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company;

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge;

(i) not, during his/her employment with the Company, wilfully waste, spoil, embezzle, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession;

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company;

(k) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries;

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Email id - [illegible] Website : www.trentlimited.com CIN - L15410MH1952PLC008951

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KRISHNADAS RAI COLLEGE

11. While serving the Company the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) voucher, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, readers, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come in to the Employees possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or herewith used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

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14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) conducts any experiment, tests or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulate and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of :

a) Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

c) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

d) For purpose of sub-clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more information.

17. It is expressly agreed by and between the parties hereto that –

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waive by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

REGISTERED OFFICE : BOMMAI HOUSE, 24, HORMUSJI MODY STREET, MUMBAI - 400 001. TEL.: (91-22) [illegible] FAX : (91-22) [illegible]
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Email :- [illegible] Website - [illegible] CIN - [illegible]

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b) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee, whether committed before or at the time of the termination of the Employee's employment hereunder.

18. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

19. The Employee shall not at any time, after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly-

a) represent himself/herself as being in any way connected with or interested in the business of the Company, or

b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company.

c) either on his/her own account or for any person, firm or company solicit, interfere with or endeavour to entice away from the Company any Employee of the Company.

d) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

20. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

21. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address:

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MAHISHADAL RAJ COLLEGE

TRENT LIMITED
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1.	Trent Limited
	Trent House, G-Block,
	Plot No. C60, Beside Citibank
	Bandra Kurla Complex, Bandra (East)
	Mumbai - 400051

2	Pradip Barman
	chunakhali
	Purba Medinipur
	West Bangal
	India

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient it the envelope containing the notice was properly addressed and posted as a prepaid letter.

22. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India, that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

23. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

24. The Employee shall abide and conduct him/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her.

25. The Women employees would be governed by "The Maternity Benefit Act, 1961" as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

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PRINCIPAL
MAHESHWARI RAI COLLEGE

TRENT
LIMITED
A TATA Enterprise

IN WITNESS WHEREOF, the parties hereto have executed these present the day and year first above written.

SIGNED AND DELIVERED,
For and on behalf of by the within named
For Trent Limited

Mr.Ajay Menon

Authorised Signatory

(Mr.Pradip Barmari)

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) [illegible] FAX : (91-22) [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) 6700 9000 FAX : (91-22) 6705 8156
Email id : [illegible] Website : www.trentlimited.com CIN : [illegible]

Offl/2024-Jun/18123

Date: 11-06-2024

PRIVATE & CONFIDENTIAL

Offer-cum-Appointment Letter

Dear Shymlal Murmu,

We are delighted to inform you that you have been selected as an **Apprenticeship Trainee** in our store at **8003499,Kolkata, West Bengal, India, (SM Sonarpur)**. under the provisions of **Apprentice Act 1961**.

The apprenticeship duration will be for 6 months ("Apprentice Period") starting from . Please note that during the Apprentice Period, you will be expected to fulfil all the duties and responsibilities assigned to you by the Company.

This Offer-cum-Appointment Letter of apprenticeship is subject to receipt of satisfactory references and antecedent verification.

Further details of this Offer-cum-Appointment Letter are mentioned in:
Annexure A (Compensation and Other Benefits) and
Annexure B (Terms and Conditions of your employment with the Company)

Kindly send in your acceptance of this Offer-cum-Appointment Letter by clicking on the offer acceptance button or via email within 24 hours of receipt of this offer.

Please be advised that all contents of this Offer-cum-Appointment Letter are strictly confidential and should not be disclosed or discussed externally or within the Company without prior written consent from the Company.

We look forward to welcoming you to the More family. Should you have any queries regarding the Offer-cum-Appointment Letter and further process, please feel free to contact the hiring manager.

Thanking you

For More Retail Private Ltd

ATTESTED
PRINCIPAL
MAHESHAMAL RAI COLLEGE

Kushal Garg

Authorized Signatory

Annexure A

1. **Compensation**:

a) Please note that, as an Apprentices, you will be entitled for Stipend of INR 128586 per annum.

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Other Allowances	128586	10716
Total CTC	**128586**	**10716**

b) Please note that, during the Apprentices Period, you will not be entitled for any other kind of monetary benefits other than Stipend mentioned above.

c) You shall be eligible for such leaves, as may be notified to you from time to time.

d) You also agree that the Company basis its *requirement and basis the mutual agreement* shall be at liberty to modify your working hours and may ask you to work either *Full-Time* or *Part-Time* as per its business requirement and accordingly the management, at its sole discretion, may consider either change of Stipend component or redistribute the total emoluments under various heads.

2. **Working Hours & Days:** You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours for Full Time Apprentices shall be nine (09) hours per day and for Part- Time Apprentices it shall be four and a half (4.5) hours per day. If required, you will be asked for working for such additional hour(s) depending on your responsibilities.

   The Company observes a 6-day work week.

3. **Reimbursement under DBT Scheme:** You agree and acknowledge that under the DBT scheme your stipend shall be disbursed in two trenches, wherein the Company shall be disbursing 75% of your stipend and the remaining 25% stipend shall be directly credited into your account *(basis the UTR and payment details shared by you on NAPS Portal)*.

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MORE RETAIL PRIVATE LIMITED

Skyline Icon 86/92, 5th Floor, Near Nilttal Industrial Estate, Andheri Kurla Road, Andheri (East), Mumbai 400059, India T: + 91 8652905555 | E: contactus@moreretail.in | W: www.moreretail.in
Corporate ID No. U65990MH1988PTC048117

Annexure B

1. **Documentation:** You would be required to provide documents and details with respect to the information shared by you during the evaluation process. Delay in the submission of all the documents can lead to subsequent delay in the joining date and/or withdrawal of the offer letter.

2. **Confidentiality and Non-Disclosure of Confidential Information** – You would be required to maintain in utmost confidence all information, details of company processes, technical know-how, security arrangements, administrative and/or organizational matters provided by the Company prior to and during the course of your employment and you shall not divulge the same to any entity, by word of mouth or otherwise. You agree, when requested, to return all such material without retaining copies, physical or electronic. You agree to the clauses and terms of the Non-Disclosure Agreement that will be made available to you at the time of your joining.

3. **Code of Conduct** – You will be governed by the existing rules and regulations of the Company, Company's Code of Conduct and the related policies including but not limited to Company policy dealing with Sexual Harassment, Non-Disclosure Agreement, etc., which will be made available to you at the time of your joining.

4. **Separation** –
   a) The Offer-cum-Appointment Letter shall terminate on the expiry of Apprentice Period.
   b) In case, either of the party wants to terminate the Offer-cum-Appointment Letter, it will make an application to the Apprenticeship Adviser for the termination of the Offer-cum-Appointment Letter.
   c) Notwithstanding the above, the Company reserves its right to termination this Offer-cum-Appointment Letter, without giving notice or assigning any reason thereof, if:
      - You are found medically unfit to perform your duties by a registered medical practitioner; or
      - any adverse report regarding your conduct or character is received by the management from any civic/ police authorities or
      - if you do not attend your duties for more than 10 days continuously on any ground without any notice except on ground of illness or
      - if you are found committing breach of any clauses of Apprentices Act, 1961 as well as Company's Policy.

ATTESTED

PRINCIPAL
MANISHADAI RAI COLLEGE

MORE RETAIL PRIVATE LIMITED

ASMCORPORATE SERVICESPVTLTD

www.asmcorporateservices.co
B-79,SukantaNagar,SaltLake,Sector-Iv,Kolkata-700106
03335782943
asmc rporateservices@gmail.com

Mr. Dilip Jana

S/O- Tapas Kr. Jana

Add-Dakshin Kasim Nagar, Mahisadal

Purba Medinipur, 721632

July 01, 2024

OFFER LETTER

Dear Dilip,

Thanks for your interest in our organization and working with us.

With reference to our discussion and on consideration of the supporting documents and other inputs and our discussions, we are delighted to offer to you the position of **"Retail Sales Associate"** under **ASM CORPORATE SERVICES PVT.LTD.** Effective date of joining is **16.07.2024.**

We are sure that your association and untiring efforts will help us reach our objectives. Your terms of employment with us will be as per the terms and conditions set forth herein below:

- You will be paid a gross CTC of **Rs.13500/-** per month from the date of your reporting to the duty and others allowances applicable to you indicated in the enclosure. You will be deployed at our client location of **Big Basket, Chennai, Tamil Nadu.**
- You will be covered under necessary deductions towards your contributions (ESI/ PF/ PT) shall be done from the amount payable to you. The relevant taxes as applicable will also be deducted as per statutory rules.
- No compensation will be provided from our side in case of any unfortunate accidents during duty hours.
- Your appointment is being made on the basis of your particulars such as qualification, experiences etc, and in case of any information as given by you, found false or incorrect, your contractual appointment will deem to be void and liable for termination without any notice.
- This agreement commences will be discussed, and shall be in force for a period of 11 Months. On the expiry of the said term the agreement will be subject to renewal with mutual consent of the both parties.
- This agreement may be terminated hereto by giving fifteen days prior notice in writing. If the employee has failed and neglected to serve the 15 days statutory notice, the employer has the liberty to hold/forfeit the pending salary, incentives, if any, and not issue the release letter there to and in this event the decision of the employer shall be final and bind the employee.
- KOLKATA courts will have the jurisdiction in all matters pertaining to this employment.

The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agreed to.

For **ASM CORPORATE SERVICES PVT. LTD**

(Authorized Signatory)

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules applicable to the employee of the employer from time to time.

I have read and understood the service rules of the employer and will abide by them.

Acceptance Signature:

TRENT LIMITED
A TATA Enterprise

Ref: TRE/Jun/2024/134278

27/06/2024

Mr. Sudipta Bera
Gangarampur
Mahishadal

Dear Mr.Sudipta Bera,

Sub: Appointment as Sales Associate Emp.No: 134278

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Operation to be located at Z182-Kolkata-West Bengal, on the following terms and conditions. Please refer Annexure I, for detailed information regarding your per month/per annum emolument.

Statutory deductions, as applicable, would be effected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services 07/06/2024 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you 90 days' notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will mandatorily give the Company 90 days' notice in writing.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail FZNPB1423C and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company on attaining the age of 58 years.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: (91-22) [illegible] FAX: (91-22) [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE [illegible] BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: (91-22) [illegible] FAX: (91-22) [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

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5. Your current location for day-to-day work will be at 2182-Kolkata-West Bengal. However, your services are liable to be transferred one post to another, from one department to another, from one store to another store and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulations, service conditions and benefits as applicable in the department, store and the city where you are posted.

6. It shall be your sole responsibility to get yourself relieved from existing employment if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your present employer may make against you or liabilities arising therefrom.

7. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

8. You will observe a six-day working week.

9. You are allotted Employee No.104276 and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

10. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

11. You will abide by HR policies which may be amended from time to time.

12. You will abide by POSH policies (Prevention of sexual harassment Policy) which may be amended from time to time.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HORMUSJI STREET, MUMBAI - 400 001. TEL : (91-22) 6665 8282 FAX : (91-22) 2204 3081

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) 6705 9000 FAX : (91-22) 6705 9195
Email id - investors@trent-tata.com Website : www.trentlimited.com CIN - L24248MH1952PLC009001

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The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

Please acknowledge the terms and conditions as token of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct)

Thanking You,
For Trent Limited

Mr. Ajay Menon
Authorized Signatory

Encl: CTC Statement

I have read the above terms and Conditions and I accept the same.

(Mr.Sudipta Bera)

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : [illegible] FAX : [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : [illegible] FAX : [illegible]
Email id - [illegible] Website - [illegible] CIN - [illegible]

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ANNEXURE I : Compensation FY 2023 – 24

Name	Mr Sudipta Bera
Emp Code	104276
Location code	Z182
Location	Z182-Kolkata-West Bengal
Qualification	EDU
Date of Joining	07/06/2024
Date of Birth	09/05/2003
Statement Showing Existing Emoluments	
Salary Components	INR
Basic	11,827
House Rent Allowance	541
Educational Allowance	0
Additional Allowance(if applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	00
Gross Earning	11,368
Employee State Insurance Corporation (ESIC)	569
Provident Fund	1,299
Employee Deposit Linked Scheme (EDLI)	54
TOTAL CTC	13,090
Gratuity	521
Mediclaim	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,611
Annual Grand CTC	163,332

Remarks:

Subject to changes as per the new Labor applicable by the Government from 1st April 2022
Payment of Gratuity will be generated as per the provisions of the Payment of Gratuity Act, at the time of separation
Your compensation is subject to tax deductions as per the Indian Income Tax rules. The said components are discretionary and will be reflected only if opted by the employee

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: (91-22) [illegible] FAX : (91-22) [illegible]

CORPORATE OFFICE : TRENT HOUSE, G BLOCK, PLOT NO. C-60, BESIDE CITI BANK, MANDIRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: (91-22) [illegible] FAX : (91-22) [illegible]
Email id : [illegible] Website : www.trentlimited.com CIN : [illegible]

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SERVICE AGREEMENT

AN AGREEMENT, made this 07/06/2024 BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street,Mumbai-400001 and Corporate Office at Trent House, G Block, Plot No. C60, Beside Citibank, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 (hereinafter called "the Company" which expression shall include the successors and assignees of the Company) of the ONE PART AND

Mr.Sudipta Bera
(Here in after called "the Employee") of the OTHER PART.

WHEREBY IT IS AGREED as follows:

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 07/06/2024 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. During employment the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall mandatorily give to the Company 90 Days' notice in writing or (6) Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also execute all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Conditions/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if so required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

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6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other impositions, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's scheme/rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company, submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall –

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof.

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require.

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working, processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be, an associate or a subsidiary of the Company.

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(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require;

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company;

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company;

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge;

(i) not, during his/her employment with the Company, wilfully waste, spoil, embezzle, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession;

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company;

(k) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries;

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11. While serving the Company the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest;

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) voucher, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, readers, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come in to the Employees possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or herewith used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: (91-22) [illegible] FAX : (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-38, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: (91-22) [illegible] FAX : (91-22) [illegible]
Email id - [illegible] Website - [illegible] CIN - [illegible]

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14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) conducts any experiment, tests or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulate and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of :

a) Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

c) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

d) For purpose of sub-clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more information.

17. It is expressly agreed by and between the parties hereto that –

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waive by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

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b) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee, whether committed before or at the time of the termination of the Employee's employment hereunder.

18. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

19. The Employee shall not at any time, after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly:

a) represent himself/herself as being in any way connected with or interested in the business of the Company, or

b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company;

c) either on his/her own account or for any person, firm or company solicit, interfere with or endeavour to entice away from the Company any Employee of the Company,

d) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

20. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

21. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address:

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1.	Trent Limited
	Trent House, G Block,
	Plot No. C60, Besides Citibank
	Bandra Kurla Complex, Bandra (East)
	Mumbai – 400051

2.	Budgia Bora
	Garkamalpur
	MAHISHADAL
	West Bengal
	India

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter.

22. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India. that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

23. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

24. The Employee shall abide and conduct him/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her.

25. The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

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IN WITNESS WHEREOF, the parties hereto have executed these present the day and year first above written.

SIGNED AND DELIVERED,
For and on behalf of by the within named
For Trent Limited

Mr Ajay Menon

Authorised Signatory

(Mr Sudipta Barai)

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MANISHADAI RAI COLLEGE

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: (91-22) [illegible] FAX.: (91-22) 2204 0991

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: (91-22) [illegible] FAX : (91-22) [illegible]
Email id : [illegible] Website : www.trentlimited.com CIN : [illegible]

TRENT LIMITED
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Ref: TRE/Juni/2024/104496

12/06/2024

Ms. AMRITA BERA
Garh Kumai Pur
Purba Medinipur pin-721628

Dear Ms.AMRITA BERA,

Sub: Appointment as Sales Associate Emp.No. 104496

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Operation to be located at Z182-Kolkata-West Bengal, on the following terms and conditions. Please refer Annexure I, for detailed information regarding your per month/per annum emolument.

Statutory deductions, as applicable, would be effected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services 12/06/2024 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you 90 days' notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will mandatorily give the Company 90 days' notice in writing.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail GPQPB5301Q and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company on attaining the age of 58 years.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: [illegible] FAX: [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: [illegible] FAX: [illegible]
Email id: [illegible] Website - www.trentlimited.com CIN - [illegible]

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5. Your current location for day-to-day work will be at Z182-Kolkata West Bengal. However, your services are liable to be transferred one post to another, from one department to another, from one store to another store and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulation, service conditions and benefits as applicable in the department, store and the city where you are posted.

6. It shall be your sole responsibility to get yourself relieved from exiting employment if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your present employer may make against you or liabilities arising therefrom.

7. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

8. You will observe a six-day working week.

9. You are allotted Employee No.104498 and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

10. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

11. You will abide by HR policies which may be amended from time to time.

12. You will abide by POSH policies (Prevention of sexual harassment Policy) which may be amended from time to time.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : [illegible] FAX : [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : [illegible] FAX : [illegible]
Email Id - [illegible] Website - [illegible] CIN - [illegible]

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The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

Please acknowledge the terms and conditions as token of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct)

Thanking You,
For Trent Limited

Mr. Ajay Menon
Authorized Signatory

Encl: CTC Statement

I have read the above terms and Conditions and I accept the same.

(Ms.AMRITA BERA)

REGISTERED OFFICE : BOMBAY HOUSE, 24, HORMUSJI STREET, MUMBAI - 400 001. TEL. : (91-22) [illegible] FAX : (91-22) 2204 2061
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, [illegible] CITY BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL. : (91-22) 6700 9000. FAX : (91-22) [illegible]
Email id - [illegible] Website - [illegible] CIN - [illegible]

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TRENT LIMITED
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ANNEXURE I : Compensation FY 2023 – 24

Name	Ms.AMRITA BERA
Emp Code	104496
Location code	2182
Location	2182-Kolkata-West Bengal
Qualification	BDU
Date of Joining	12/06/2024
Date of Birth	13/08/2004
Statement Showing Existing Emoluments	
Salary Components	**INR**
Basic	10,827
House Rent Allowance	541
Educational Allowance	0
Additional Allowance(If applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	200
Gross Earning	11,368
Employee State Insurance Corporation (ESIC)	369
Provident Fund	1,299
Employee Deposit Linked Scheme (EDLI)	54
TOTAL CTC	17,090
Gratuity	521
Medclaim	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,611
Annual Grand CTC	163,335.56

Remarks:

Subject to change as per the new Laws applicable by the Government from 1st April 2021
Payment of Gratuity will be generated as per the provisions of the Payment of Gratuity Act, at the time of separation
Total compensation is subject to tax deductions as per the Indian Income Tax rules. The cash components are discretionary and will be reflected only if opted by the employee

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SERVICE AGREEMENT

AN AGREEMENT, made this 12/06/2024 BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street,Mumbai-400001 and Corporate Office at Trent House, G Block, Plot No. C60, Besides Citibank, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 (hereinafter called "the Company" which expression shall include the successors and assignees of the Company) of the ONE PART AND

Ms.AMRITA BERA
(Here in after called "the Employee") of the OTHER PART.

WHEREBY IT IS AGREED as follows:

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 12/06/2024 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. During employment the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall mandatorily give to the Company 90 Days' notice in writing or 90 Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also execute all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Conditions/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employement, the Employee shall, if as required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

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6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other impositions, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's other rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company, submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall –

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof;

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require;

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working, processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be, an associate or a subsidiary of the Company;

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(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require;

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company;

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company;

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge;

(i) not, during his/her employment with the Company, wilfully waste, spoil, embezzle, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession;

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company.

(k) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries;

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : [illegible] FAX : [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : [illegible] FAX : [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

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11. While serving the Company the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) voucher, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, readers, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come in to the Employees possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or hereafter used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: [illegible] FAX : [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: [illegible] FAX : [illegible]
Email id - [illegible] Website - [illegible] CIN - [illegible]

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14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) conducts any experiment, tests or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulate and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of :

a) Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

c) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

d) For purpose of sub-clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more information.

17. It is expressly agreed by and between the parties hereto that –

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waive by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

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MANISHA NAIR

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b) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee, whether committed before or at the time of the termination of the Employee's employment hereunder.

18. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

19. The Employee shall not at any time, after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly-

a) represent himself/herself as being in any way connected with or interested in the business of the Company, or

b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company.

c) either on his/her own account or for any person, firm or company solicit, interfere with or endeavour to entice away from the Company any Employee of the Company.

d) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

20. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

21. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address:

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) [illegible] FAX : (91-22) [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BEHIND CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) 6700 9000 FAX : (91-22) 6708 6100
Email id : [illegible] Website : www.trentlimited.com CIN : [illegible]

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MAHISHADAL RAJ COLLEGE

TRENT
LIMITED
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1.	Trent Limited
	Trent House, G-Block,
	Plot No. C60, Beside Citibank
	Bandra Kurla Complex, Bandra (East)
	Mumbai - 400051

2	AMRITA BERA
	Gorh kumai Pur
	Purba Medinipur
	West Bengal
	India

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter.

22. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India, that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

23. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

24. The Employee shall abide and conduct him/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her.

25. The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

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MAHSHADAL RAI COLLEGE

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IN WITNESS WHEREOF, the parties hereto have executed these present the day and year first above written.

SIGNED AND DELIVERED,
For and on behalf of by the within named
For Trent Limited

Mr.Ajay Menon

Authorised Signatory

(Ms.AMRITA BERA)

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: (91-22) [illegible] FAX : (91-22) [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: (91-22) [illegible] FAX : (91-22) [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

more

OffL/2024-Aug/18877

Dear Soniya Mandi,

We are delighted to extend to you an offer of employment for the position of **CSA Full Time** at **8023618,Kolkata, West Bengal, India, (SM Mourigram)**. You will be on the rolls of More Retail Private Limited.

Your appointment will be effective from **10-08-2024.**

The Annexures contain the details of your compensation and other benefits along with the terms and conditions of your employment with the Company.

Kindly send in your acceptance of this offer by clicking on the offer acceptance button or via email within 24 hours of receipt of this offer. This offer shall automatically lapse unless expressly notified to us within the designated time.

Please be advised that all contents of this letter are strictly confidential and should not be disclosed or discussed externally or within the Company without prior written consent from us.

We look forward to welcoming you to the More family and achieving great things together.

Thanking you
For More Retail Private Ltd

Kushal Garg
Authorized Signatory

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MAHISHADAL RAJ COLLEGE

Annexure A

1. **Compensation:**

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	65712	5476
Hra	39427	3286
Other Allowance(SA)	26284	2191
Advance Statutory Bonus	10948	912
Provident Fund	11040	920
Esic	4271	356
Gratuity	3161	263
Total CTC	**160843**	**13404**

Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws

Payable on a Monthly basis:

- **Basic** - Retirement benefits and HRA are linked to it

- **HRA** (House Rent Allowance) - This is valued at 50% of the basic salary for metro and 40% basic salary for non-metro.

- **SPL Allowance** - This does not have any link to retirement benefits or any other element of compensation.

- Dearness Allowance (DA) (as applicable) – Retirement benefits are linked to it

- Other Allowance (as applicable)- This does not have any link to retirement benefits or any other element of compensation.

- Advance Statutory Bonus (as applicable) - This does not have any link to retirement benefits or any other element of compensation.

Retirement Benefits –

- **Provident Fund**– The Company contributes to the extent of 12% of basic salary and Special Allowance (if applicable). This amount is deposited with the Regional Provident Fund Commissioner. Equal contribution is deducted from employee's basic salary as his/her contribution.

- **Gratuity** - The employer will contribute to the extent of 15 days' Basic. This is governed by the Gratuity Act.
- **ESIC (as applicable)** – This is towards coverage of hospitalisation expenses. The ESIC contribution is done by employee and employer as per the Act.

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Annexure B

1. You would be required to provide documents and details with respect to the information shared by you during the evaluation process. Delay in the submission of all the documents can lead to subsequent delay in the joining date and/or withdrawal of the offer letter.
2. **Probation** – You will be on probation for a period of Six (6) months from the date of your joining.
3. **Separation** – During your probation period, either the Company or you may terminate the employment with 7 Day(s) advance notice in writing. Post confirmation, either party may terminate the employment with 15 Day(s) notice in writing or payment in lieu thereof. However, the Company may insist you to serve the entire notice period in order to protect business interest.
4. **Confidentiality and Non-Disclosure of Confidential Information** – You would be required to maintain in utmost confidence all information, details of company processes, technical know-how, security arrangements, administrative and/or organizational matters provided by the Company prior to and during the course of your employment and you shall not divulge the same to any entity, by word of mouth or otherwise. You agree, when requested, to return all such material without retaining copies, physical or electronic. You agree to the clauses and terms of the Non-Disclosure Agreement that will be made available to you at the time of your joining.

5. **Code of conduct** – You will be governed by the existing rules and regulations of the Company, Company's Code of Conduct and the related policies including but not limited to Company policy dealing with Sexual Harassment, Non-Disclosure Agreement, etc., which will be made available to you at the time of your joining.

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

ATTESTED

PRINCIPAL
MAHESHADAL RAI COLLEGE

OffL/2024-Aug/18842

Dear Mohima Soren,

We are delighted to extend to you an offer of employment for the position of **CSA Full Time** at **8023618,Kolkata, West Bengal, India, (SM Mourigram)**. You will be on the rolls of More Retail Private Limited.

Your appointment will be effective from **09-08-2024.**

The Annexures contain the details of your compensation and other benefits along with the terms and conditions of your employment with the Company.

Kindly send in your acceptance of this offer by clicking on the offer acceptance button or via email within 24 hours of receipt of this offer. This offer shall automatically lapse unless expressly notified to us within the designated time.

Please be advised that all contents of this letter are strictly confidential and should not be disclosed or discussed externally or within the Company without prior written consent from us.

We look forward to welcoming you to the More family and achieving great things together.

Thanking you
For More Retail Private Ltd

Kushal Garg
Authorized Signatory

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PRINCIPAL
MAHISHADAL RAJ COLLEGE

Annexure A

1. **Compensation:**

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	65712	5476
Hra	39427	3286
Other Allowance(SA)	26284	2191
Advance Statutory Bonus	10948	912
Provident Fund	11040	920
Esic	4271	356
Gratuity	3161	263
Total CTC	**160843**	**13404**

Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws

Payable on a Monthly basis:

- **Basic** - Retirement benefits and HRA are linked to it

- **HRA** (House Rent Allowance) - This is valued at 50% of the basic salary for metro and 40% basic salary for non-metro.

- **SPL Allowance** - This does not have any link to retirement benefits or any other element of compensation.

- Dearness Allowance (DA) (as applicable) – Retirement benefits are linked to it

- Other Allowance (as applicable)- This does not have any link to retirement benefits or any other element of compensation.

- Advance Statutory Bonus (as applicable) - This does not have any link to retirement benefits or any other element of compensation.

Retirement Benefits –

- **Provident Fund**– The Company contributes to the extent of 12% of basic salary and Special Allowance (if applicable). This amount is deposited with the Regional Provident Fund Commissioner. Equal contribution is deducted from employee's basic salary as his/her contribution.

- **Gratuity** - The employer will contribute to the extent of 15 days' Basic. This is governed by the Gratuity Act.
- **ESIC (as applicable)** – This is towards coverage of hospitalisation expenses. The ESIC contribution is done by employee and employer as per the Act.

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Annexure B

1. You would be required to provide documents and details with respect to the information shared by you during the evaluation process. Delay in the submission of all the documents can lead to subsequent delay in the joining date and/or withdrawal of the offer letter.
2. **Probation** – You will be on probation for a period of Six (6) months from the date of your joining.
3. **Separation** – During your probation period, either the Company or you may terminate the employment with 7 Day(s) advance notice in writing. Post confirmation, either party may terminate the employment with 15 Day(s) notice in writing or payment in lieu thereof. However, the Company may insist you to serve the entire notice period in order to protect business interest.
4. **Confidentiality and Non-Disclosure of Confidential Information** – You would be required to maintain in utmost confidence all information, details of company processes, technical know-how, security arrangements, administrative and/or organizational matters provided by the Company prior to and during the course of your employment and you shall not divulge the same to any entity, by word of mouth or otherwise. You agree, when requested, to return all such material without retaining copies, physical or electronic. You agree to the clauses and terms of the Non-Disclosure Agreement that will be made available to you at the time of your joining.

5. **Code of conduct** – You will be governed by the existing rules and regulations of the Company, Company's Code of Conduct and the related policies including but not limited to Company policy dealing with Sexual Harassment, Non-Disclosure Agreement, etc., which will be made available to you at the time of your joining.

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

ATTESTED
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MANSHADAL RAI COLLEGE

PSN

PSN Supply Chain Solutions Pvt. Ltd.

Offer Letter

Name: Dipika Manna

Date- 01/11/2023

Father Name: Srikanta Manna

Address: Mirjapur,Hijalberia, Purba Medinipur

Letter Date: 01/11/2023

Employee Id: 114607

Offer ID:

Employee Code: dipkaman

In pursuance of your application for employment in our organization, we have decided to appoint you as an Associate.

The conditions of your appointment will be as follows:

1. Be it clearly understood that the assignment/work offered to you has arisen due to a temporary increase in work which is part and parcel of our contracts with our clients.

2. You would be liable to work at any of our client's locations as per the requirement. However, your services are liable to be transferred without any additional benefit or facilities, to another branch, post, or place or to any office, associates or sister concern, or subsidiary of any of the present or future clients of PSN Supply Chain Solutions Pvt. Ltd, at any place in India, whether in existence or which may come up in the future at any time at the sole discretion of the PSN Supply Chain Solutions Pvt Ltd.

3. Your period of Employment contract is from 1/11/2023 and ends on 30/04/2024 Your salary details are provided in Annexure "A" of this document whereas Annexure "B" contains the "Service Provider Personnel Nondisclosure Agreement". You are requested to carefully go through and familiarize yourself with all the details provided in these documents, before accepting the employment.

4. Your fixed-term contractual engagement will automatically end after the aforementioned period is completed. The renewal /extension if any shall be subject to mutual consent in writing and acceptance of applicable terms & conditions as may be deemed fit and proper by both the parties to this contract.

5. Both parties have the right to terminate the contract by giving the other party prior notice of 15 days or an amount equal to wages for the said notice period. If the employee terminates the contract without serving the 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 the full and final settlement. In case of continue of absenteeism for three or more days at a stretch or absenteeism for 5 or more days on 3 different Occasions without intimation, it will be construed that you have terminated the Contract and in such situation, the management will not be liable to serve you the notice or make payment in lieu thereof. On the contrary, in such a scenario, the management will have a right to debar

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thewages for the unserved notice period from the money due to you, if any, as part of the full and final settlement

6. You shall not at any point of time stake any claim or right to claim employment, damage, loss, or compensation of any sort whatsoever either against us or any of our clients.

7. You may be required to work in shifts and your shift timings may vary based on business requirements. However, you will be notified of the change in shift timings through the posting of schedules.

8. You may have to even work overtime as per business requirements. The Overtime amount will be paid as per statutory norms.

9. You will be expected to carry out the duties assigned to you in an efficient and competent manner. If you have any problems/queries to carry out duties, you will be expected to bring themto your supervisor.

10. You would be eligible for leaves & paid holidays in accordance with applicable statutory provisions. However, your leaves shall be governed by the leave policy of **PSN Supply Chain Solutions Pvt Ltd**.

11. If any declaration given or furnished by you to the **PSN Supply Chain Solutions Pvt Ltd** proves to be false or if you have willfully suppressed any material information, in such a case you will be liable for strict action including removal from service without notice.

12. In day-to-day functioning or carrying out responsibilities, you will report and receive instructionsfrom our Supervisor and shall be bound to follow the service conditions of **PSN Supply Chain Solutions Pvt Ltd**. A supervisor shall exercise control over your work, including initiating disciplinary proceedings against you.

13. You will be entitled to all other statutory benefits wherever applicable during the contract period which would be paid by **PSN Supply Chain Solutions Pvt Ltd** but not be entitled to anybenefit/ privileges available to other regular associates of the establishment of **PSN Supply Chain Solutions Pvt Ltd** or of our clients **PSN Supply Chain Solutions Pvt Ltd**. The agency will be solely responsible for all statutory payments and you will have no right to claim the samefrom the Clients of **PSN Supply Chain Solutions Pvt Ltd**.

14. During the course of your contract with us, you may be transferred to any other location/project site of our client's entity to meet the urgent contract requirement. In such condition, all other terms of the contract will remain unchanged including compensation and benefits.

15. You will not, at any time without the written consent of the authorised person of **PSN Supply Chain Solutions Pvt Ltd**, disclose or divulge or make public except on legal obligations, anyinformation about the **PSN Supply Chain Solutions Pvt Ltd**, and its clients business affairs or secrets which has become known in the course of discharging obligations under this contract or otherwise to any other person or institution.

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16. In case of any indiscipline/disobedience/ misconduct/theft committed by you, or any other kind of activities that may lead to disruption of operations, or in case any complaint is received against you from any of our clients, **PSN Supply Chain Solutions Pvt Ltd**, will have a right to take strict action against you including termination of service without any notice period or pay in lieu thereof.

17. In case of default or negligence has been proved on your part resulting in loss/ cease of operation to **PSN Supply Chain Solutions Pvt Ltd**, or to our client, under the circumstances of **PSN Supply Chain Solutions Pvt Ltd**, is authorized to recover or deduct from your salaryan equivalent amount (or part of it) for any such instances occurred, as permissible under statutory provisions.

18. Execution of this Letter by you shall be a full and complete acceptance by you to perform the services. Upon acceptance, you shall;

- fully perform the services, in a professional manner, at the work site till your employment. You will follow the standard operating procedures (SOPs) and guidelines applicable to your work at the client location with the utmost professionalism and in an ethical manner while respecting the timelines and instructions of your supervisor at all times;
- not engage in any conduct detrimental to the interests of the **PSN Supply Chain Solutions Pvt Ltd** or our clients;
- not, either directly or indirectly, offer yourself for employment or gainfully engage with any client, customer or competitor or its agencies or its affiliates during the period of the present work assignment without the prior permission of **PSN Supply Chain Solutions Pvt Ltd**
- Comply with the applicable Policies (such as safety, health, and environmental policy), Code of conduct, and Rules & Regulations of **PSN Supply Chain Solutions Pvt Ltd**, at all times during the course of your employment contract.

19. Your appointment and continuity in employment will always be subject to you being found medically fit and clearing the background verification check as required by the **PSN Supply Chain Solutions Pvt Ltd**.

20. Upon lapse or termination of the employment, your employment with **PSN Supply Chain Solutions Pvt Ltd** shall stand terminated forthwith.

21. Termination of this Letter shall not affect the obligations of the parties that have been incurred prior to termination and **PSN Supply Chain Solutions Pvt Ltd**, will promptly settle all your dues after making applicable deductions. Further, obligations relating to confidentiality and intellectual property shall continue after the termination/ expiry of this Letter.

22. You agree that you are responsible for any losses towards assets and packages handed over to you as a part of the assignment and will be liable to pay the loss amount either directly or through salary deductions.

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23. You agree to co-operate with any security measures such as random frisking and searches of personal belongings.

24. In addition to the above, you are also governed by the standard employment rules/ standing orders and safety/security rules of the **PSN Supply Chain Solutions Pvt Ltd**, and you are required to read them in conjunction.

25. You agree to defend, indemnify and hold **PSN Supply Chain Solutions Pvt Ltd** harmless from any and all claims, damages, liability, attorneys' fees and expenses on account of your failure to satisfy any of your obligations under this Letter or for misconduct, violation of any law or creation of any legal liability by you or any information pertaining to the background of unlawful act on your part which has been suppressed by you while obtaining this job.

26. In addition to the terms contained herein, your relationship with **PSN Supply Chain Solutions Pvt Ltd**, may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by **PSN Supply Chain Solutions Pvt Ltd**. You shall at no point of time make any claim or right to claim employment, damage, loss or compensation of any nature what so ever against any of our clients.

27. We take this opportunity to wish you the very best in your tenure with **PSN Supply Chain Solutions Pvt Ltd**.

28. If the above terms & conditions are acceptable to you, please sign the duplicate copy of this contract in token of your acceptance.

I have read this letter in full & understand it fully. By signing this letter of the contract, I accept all above mentioned terms & conditions of the contract of employment offered by **PSN Supply Chain Solutions Pvt Ltd**.

For **PSN Supply Chain Solutions Pvt Ltd**

Signature: Dipika Manna

Name: DIPIKA MANNA

Authorized Signatory

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Annexure-A

Gross Salary		Statutory benefits	
Basic + DA	11436	PF Employer	1687
HRA	572	ESIC Employer	190
Other if Any			
Total Gross Salary (A)	12008	Total Statutory Contribution (B)	1877
PF	1372		
ESIC	90		
PT	110		
Total Deduction (C)	1572		
Net Salary D = (A-C)	10436	Cost to Company (A + B)	13885

Unit No.7, "Diamond Gold" Tanvi Complex, S.V.Road, Dahisar (East), Mumbai (India) - 400 068.
Tel: 7718666001/ 7718009530 Email [illegible] website [illegible]

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Annexure B

Service Provider Personnel Nondisclosure Agreement

This Nondisclosure Agreement (the "Agreement"), effective as of 15.07.2022, entered into by, ["Service Provider Personnel"], an employee of **PSN Supply Chain Solutions Pvt Ltd** , ["Service Provider"], for the benefit of clients of **PSN Supply Chain Solutions Pvt Ltd** (and the Clients and the Service Provider Personnel are referred to individually as a "Party" and collectively as the "Parties").

The Parties recognize that in connection with Service Provider Personnel's assignment by Service Provider to provide products or services to its clients, certain information includingConfidential Information (as defined hereinafter) would be passed on/ disclosed to theService Provider Personnel by the clients with respect to its operations and businesses. The Service Provider Personnel are now agreeing to the terms and conditions on which the Service Provider Personnel shall be provided the Confidential Information. In consideration of the clients agreeing to disclose Confidential Information to the Service Provider Personnel, the Service Provider Personnel agrees and undertakes to abide by the terms of this Agreement as set out below:

1. ***Confidential Information:***

As used in this Agreement, "Confidential Information" means all nonpublic information disclosed by or relating to Client/s and any entity in which Client/s or its group companieshave directly or indirectly, certain economic interest (an "Affiliate") that is designated asconfidential or that, given the nature of the information or the circumstances surroundingits disclosure, reasonably should be considered as confidential. Confidential Information includes, without limitation (i) all nonpublic information relating to the clients or any of itsAffiliate's technology, customers, business plans, promotional and marketing activities, finances, and other business affairs, and (ii) all third-party information that the client or any of its Affiliate is obligated to keep confidential. Confidential Information may be contained in tangible materials, such as drawings, data, specifications, reports, compilations, summaries, abstracts, modifications, translations, enhancements, adaptations, and computer programs, or maybe in the nature of unwritten knowledge.

1. ***Exclusions:***

Confidential Information does not include any information that (i) is or becomes publicly available without breach of this Agreement, (ii) can be shown by documentation to have been known to Service Provider Personnel at the time of his/her receipt of such information from the client, (iii) is received from a third party having the legal right to disclose Confidential Information and who did not acquire or disclose such information by a wrongful or tortious act, or (iv) can be shown by documentation to have been independently developed by Service Provider Personnel outside the scope of the relationship with the client, without reference to any Confidential Information.

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3. *Use of Confidential Information:*

Service Provider Personnel may use Confidential Information solely in connection with and only in pursuance of his/her business relationship with the client. Except as expressly provided in this Agreement, Service Provider Personnel will not disclose Confidential Information to any person or entity for any purpose whatsoever without the client's prior written consent. Service Provider Personnel will take all reasonable measures to avoid disclosure, dissemination, or unauthorized use of Confidential Information, including, at a minimum, the same degree of care, secrecy, and security measures he/she takes to protect his/her own confidential information of a similar nature. Service Provider Personnel will segregate Confidential Information from the confidential materials of third parties to prevent commingling.

4. *Disclosures to Governmental Entities.*

Service Provider Personnel may disclose Confidential Information as required to comply with binding orders of governmental entities that have jurisdiction over it, provided that Service Provider Personnel (i) gives the client prior written notice sufficient to allow the client or any of its Affiliate to seek a protective order or another appropriate remedy, (ii) discloses only such information as is required by the governmental entity, and (iii) uses commercially reasonable efforts and lawful means to obtain confidential treatment for any Confidential Information so disclosed and minimize the extent of such disclosure.

5. *Ownership of Confidential Information:*

All Confidential Information and patents, copyrights, trade secrets, trademarks or service marks or logos (whether registered or not, with or without goodwill) and other intellectual property rights, titles, or interests therein (collectively referred to as "Intellectual Property Rights") will remain the exclusive property of the client or its Affiliate, as may be applicable. Disclosure of Confidential Information under this Agreement by the client or its Affiliate will not constitute an express or implied grant to Service Provider Personnel of any rights to or under the client's or its Affiliate's Intellectual Property Rights.

6. *Notice of Unauthorized Use:*

Service Provider Personnel will notify the client immediately upon discovery of any suspected unauthorized use, copying, or disclosure of Confidential Information or any other breach of this Agreement. Service Provider Personnel will cooperate with the client or its Affiliate in every reasonable way to help the client or its Affiliate regain possession of such Confidential Information and prevent its further unauthorized use or disclosure.

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7. *Return / Destroy or Discontinue Use of Confidential Information:*

Service Provider Personnel will return, deliver, remove, or destroy all tangible materials embodying Confidential Information (in any form and including, without limitation, all summaries, copies, and excerpts of Confidential Information) promptly following the client's written request regardless of how the Confidential Information is embodied at the date of request. The Client may at any time, at its sole discretion, require the Service Provider Personnel to discontinue the usage of any or all Confidential Informationand at the Client's option, Service Provider Personnel will provide written certification of his/her compliance with this Section.

8. *Injunctive Relief:*

Service Provider Personnel acknowledges that disclosure or use of Confidential Information in violation of this Agreement could cause irreparable harm to the client or any of its Affiliates for which monetary damages may be difficult to ascertain or an inadequate remedy. Service Provider Personnel, therefore, agrees that the client and/or its Affiliate will have the right, in addition to its other rights and remedies, to seek injunctive relief as a remedy or to prevent or curtail any actual or threatened breach by the Service Provider Personnel of its obligations hereunder or for any violation of this Agreement.

9. *Scope Termination:*

This Agreement is intended to cover Confidential Information received by Service Provider Personnel prior to and subsequent to the date. This Agreement shall be effective once signed by Service Provider and will automatically terminate upon the completion or termination of the Parties' business relationship, provided, however, that Service Provider Personnel's obligations with respect to Confidential Information will survive and continue indefinitely even following such completion or termination. The provisions contained in this Section shall survive the termination or expiry of this Agreement.

10. *Indemnity:*

The Service Provider Personnel acknowledges that a breach of this Agreement by theService Provider Personnel could result in significant liability, claim, damage, loss, penalty, cost, or expense (including, without limitation, reasonable attorney's fees and costs of appeal) (hereinafter together referred to as "Losses") to the client. The Service Provider Personnel agrees to indemnify and hold the client harmless and indemnified from and against any Losses, arising on account of the breach by the Service Provider Personnel of any of the obligations undertaken by the Service Provider Personnel under this Agreement.

11. *Outside Employment:*

You agree that during the period of your employment, you will not, without the prior written approval of **PSN Supply Chain Solutions Pvt Ltd**, directly or indirectly engage in anyoutside employment activity relating to any line of business in which the client is engaged, onthich would otherwise conflict with or adversely affect in any way the performance ofyour employment obligations to our client.

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12. Miscellaneous:

This Agreement will not create a joint venture, partnership, or other formal business relationship or entity of any kind, or an obligation to form any such relationship or entity. Each Party will act as an independent service Provider and not as an agent of the other Party for any purpose, and neither will have the authority to bind the other

This Agreement constitutes the entire agreement between the Parties relating to the matters discussed herein and may be amended or modified only with the mutual written consent of the Parties. Each Party's obligations hereunder are in addition to, and not exclusive of, any and all of his, her, or its other obligations and duties to the other Party, whether express, implied, in fact, or in law. Subject to the limitations set forth in this Agreement, this Agreement will inure to the benefit of and be binding upon the Parties and their respective successors and assigns.

Any failure by the client or any of its Affiliates to enforce Service Provider Personnel's strict performance of any provision of this Agreement will not constitute a waiver of the client or its Affiliate's right to subsequently enforce such provision or any other provision of this Agreement.

If a provision of this Agreement is held invalid under any applicable law or by a court of competent jurisdiction, such invalidity will not affect any other provisions of this Agreement that can be given effect without the invalid provision. Further, all terms and conditions of this Agreement will be deemed enforceable to the fullest extent permissible under applicable law, and, when necessary, the court is requested to reform any and all terms or conditions to give them such effect.

This Agreement is governed by the laws of India, excluding its conflicts of law rules. In the event of any dispute or difference arising between the Parties hereto in regard to any matter relating to or connected with this Agreement, the same shall be referred to arbitration in accordance with the (Indian) Arbitration and Conciliation Act, 1996, and any amendments thereof. The decision of the arbitrator shall be final and binding on the Parties. The venue of arbitration shall be Bangalore. This Section shall survive the termination or expiry of this Agreement.

Notices:

All notices hereunder will be given in writing, will refer to this Agreement, and will be personally delivered or sent by overnight courier, receipted facsimile transmission, or registered or certified mail (return receipt requested) to the address set forth below the Parties' signatures at the end this Agreement. Any Party may (from time to time change such address by giving the other Party notice of such change in accordance with this Section 11.6. Service Provider Personnel has executed this Agreement as of the date set forth below.

The provisions contained in Sections 5, 6, 7, 8, 9, 10, and 11 shall survive the termination or expiry of this Agreement.

Accepted

Dipika Manna

Signature

PSN Supply Chain Solutions Pvt. Ltd.

Full Name: - Dipika Manna

Mobile Number: - 8972445852

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METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
C.I.N-U74900WB2009PTC135617

Date: 08/10/23

JOINING GUIDELINES

To,

Dear, Mr./Mrs./Ms. CHHABIRAM YMMATO

With reference to your subsequent interview with us, we are pleased to offer you a post of Retail Sales Associate in our organization Metro Retail Pvt. Ltd.

Points to be understood and signed:

1. Your Gross Monthly salary will be Rs 7000/- per month.
2. Your date of reporting will be 08/10/2023
3. Your Reporting location will be Dankuni but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party **giving 15 (Fifteen) days' notice or 15 (Fifteen) days** Gross Salary, in lieu thereof.
4. During the course of the service, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration.
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (if any) / Voter Card / PAN Card / Blood Group /2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID card and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine" wherein both in & out punch is mandatory.
8. You are required to submit the leave application for any absent/leave in hard copy apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without information for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will not be entitled for any PL credit in your account. You will be entitled for CL & SL after 6 months of your joining on pro rata basis.

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10. You will have to submit the Mobile phone during the duty hours with the store mgt. & you will have to perform duties as per Store Shift schedule.
11. You will be eligible for staff discounts only after 3 months from your joining date on a day fixed by management from time to time.
12. Your Resignation letter need to be submitted in Hard copy, which is mandatory.
13. You will be eligible for the appointment letter post probation period.
14. You have to deposit your Staff uniform and Id Card to the Store Manager at the time of resigning from the job, otherwise an amount of Rs.300/200 will be deducted from your salary.
15. You are required to update the store manager for any changes in your personal details, (Like change in Name / Mobile No. / Address / Marital Status) through a new enrollment Form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The quantum and timings of future increments or promotion shall be based, among other things and Circumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your services and you will not be entitled to any further remuneration whatsoever from the date of such termination of service. If at any time in management's 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 company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Metro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sincerely,
For Metro Retail Pvt. Ltd.

Store Manager

I have read the terms and conditions of the offer and unconditionally accept the same.

Signature: Chhabinani Mahato
Date: 8.10.2023

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ISO 22000 : 2005

Date: 08/11/2023

To
Koyel Dutta,
Mirikpur ,Purba Medinipur,
Pin-721649,W.B.

Subject: Appointment Letter for Sales Associate .

Dear Najira Khatun,

This is to inform you that you have been selected by our company Switz Food Pvt. Ltd. as a sales associate . You are expected to join the organization as soon as possible and we are expecting from your end within next two days. Your basic salary is 9000/-(Rupees Nine Thousand only) plus incentives and other allowance.

You will posted in our Mio-Amore-Ankurhat branch but because of the nature of job ,you are required to post other branch of the state.

Please return the duplicate copy of the attached appointment letter duly signed confirming your acceptance. We look forward to your joining in our team for a long and successful association.

Thanking You,

From Mio-Amore Pvt. Ltd. Accepted Koyel Dutta

SWITZ FOOD PVT. LTD. Kolkata

(Authorized Signatory)
HR Manager
SWITZ FOOD PVT. LTD.

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P-36- 41, s-33/2, Phase-I, Kasba Industrial Estate, Sector J, East Kolkata Twp, Kolkata, West Bengal 700107

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Offer Letter

Name: Mandira Manna

Date- 01/11/2023

Father Name: Narayan Chandra Manna

Address: Jashran,Keshabpur,Purba Medinipur

Letter Date: 01/11/2023

Employee Id: 1300679

Offer ID:

Employee Code: mandiraman

In pursuance of your application for employment in our organization, we have decided to appoint you as an Associate.

The conditions of your appointment will be as follows:

1. Be it clearly understood that the assignment/work offered to you has arisen due to a temporary increase in work which is part and parcel of our contracts with our clients.

2. You would be liable to work at any of our client's locations as per the requirement. However, your services are liable to be transferred without any additional benefit or facilities, to another branch, post, or place or to any office, associates or sister concern, or subsidiary of any of the present or future clients of PSN Supply Chain Solutions Pvt. Ltd. at any place in India, whether in existence or which may come up in the future at any time at the sole discretion of the PSN Supply Chain Solutions Pvt Ltd.

3. Your period of Employment contract is from01/11/2023 and ends on 30/11/2024 Your salary details are provided in Annexure "A" of this document whereas Annexure "B" contains the "Service Provider Personnel Nondisclosure Agreement". You are requested to carefully go through and familiarize yourself with all the details provided in these documents, before accepting the employment.

4. Your fixed-term contractual engagement will automatically end after the aforementioned period is completed. The renewal /extension if any shall be subject to mutual consent in writing and acceptance of applicable terms & conditions as may be deemed fit and proper by both the parties to this contract.

5. Both parties have the right to terminate the contract by giving the other party prior notice of 15 days or an amount equal to wages for the said notice period. If the employee terminates the contract without serving the 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 the full and final settlement. In case of continued absenteeism for three or more days at a stretch or absenteeism for 5 or more days on 3 different Occasions without intimation, it will be construed that you have terminated the Contract and in such a situation, the management will not be liable to serve you the notice or make payment in lieu thereof. On the contrary, in such a scenario, the management will have a right to ded

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the wages for the unserved notice period from the money due to you, if any, as part of the full and final settlement.

6. You shall not at any point of time stake any claim or right to claim employment, damage, loss, or compensation of any sort whatsoever either against us or any of our clients.

7. You may be required to work in shifts and your shift timings may vary based on business requirements. However, you will be notified of the change in shift timings through the posting of schedules.

8. You may have to even work overtime as per business requirements. The Overtime amount will be paid as per statutory norms.

9. You will be expected to carry out the duties assigned to you in an efficient and competent manner. If you have any problems/queries to carry out duties, you will be expected to bring them to your supervisor.

10. You would be eligible for leaves & paid holidays in accordance with applicable statutory provisions. However, your leaves shall be governed by the leave policy of **PSN Supply Chain Solutions Pvt Ltd.**

11. If any declaration given or furnished by you to the **PSN Supply Chain Solutions Pvt Ltd.** proves to be false or if you have willfully suppressed any material information, in such a case you will be liable for strict action including removal from service without notice.

12. In day-to-day functioning or carrying out responsibilities, you will report and receive instructions from our Supervisor and shall be bound to follow the service conditions of **PSN Supply Chain Solutions Pvt Ltd.** A supervisor shall exercise control over your work, including initiating disciplinary proceedings against you.

13. You will be entitled to all other statutory benefits wherever applicable during the contract period which would be paid by **PSN Supply Chain Solutions Pvt Ltd** but not be entitled to any benefit/ privileges available to other regular associates of the establishment of **PSN Supply Chain Solutions Pvt Ltd** or of our clients **PSN Supply Chain Solutions Pvt Ltd.** The agency will be solely responsible for all statutory payments and you will have no right to claim the same from the Clients of **PSN Supply Chain Solutions Pvt Ltd.**

14. During the course of your contract with us, you may be transferred to any other location/project site of our client's entity to meet the urgent contract requirement. In such condition, all other terms of the contract will remain unchanged including compensation and benefits.

15. You will not, at any time without the written consent of the authorized person of **PSN Supply Chain Solutions Pvt Ltd**, disclose or divulge or make public except on legal obligations, any information about the **PSN Supply Chain Solutions Pvt Ltd**, and its clients business affairs or secrets which has become known in the course of discharging obligations under this contract or otherwise to any other person or institution.

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16. In case of any indiscipline/disobedience/ misconduct/theft committed by you, or any other kind of activities that may lead to disruption of operations, or in case any complaint is received against you from any of our clients, **PSN Supply Chain Solutions Pvt Ltd**, will have a right to take strict action against you including termination of service without any notice period or pay in lieu thereof.

17. In case of default or negligence has been proved on your part resulting in loss cause of operation to **PSN Supply Chain Solutions Pvt Ltd** or to our client, under the circumstances of **PSN Supply Chain Solutions Pvt Ltd**, is authorized to recover or deduct from your salaryan equivalent amount (or part of it) for any such instances occurred, as permissible under statutory provisions.

18. Execution of this Letter by you shall be a full and complete acceptance by you to perform the services. Upon acceptance, you shall;

    - fully perform the services, in a professional manner, at the work site till your employment. You will follow the standard operating procedures (SOPs) and guidelines applicable to your work at the client location with the utmost professionalism and in an ethical manner while respecting the timelines and instructions of your supervisor at all times;

    - not engage in any conduct detrimental to the interests of the **PSN Supply Chain Solutions Pvt Ltd** or our clients;

    - not, either directly or indirectly, offer yourself for employment or gainfully engage with any client, customer or competitor or its agencies or its affiliates during the period of the present work assignment without the prior permission of **PSN Supply Chain Solutions Pvt Ltd**

    - Comply with the applicable Policies (such as safety, health, and environmental policy), Code of conduct, and Rules & Regulations of **PSN Supply Chain Solutions Pvt Ltd**, at all times during the course of your employment contract.

19. Your appointment and continuity in employment will always be subject to you being found medically fit and clearing the background verification check as required by the **PSN Supply Chain Solutions Pvt Ltd**.

20. Upon lapse or termination of the employment, your employment with **PSN Supply Chain Solutions Pvt Ltd** shall stand terminated forthwith.

21. Termination of this Letter shall not affect the obligations of the parties that have been incurred prior to termination and **PSN Supply Chain Solutions Pvt Ltd**, will promptly settle all your dues after making applicable deductions. Further, obligations relating to confidentiality and intellectual property shall continue after the termination/ expiry of this Letter.

22. You agree that you are responsible for any losses towards assets and packages handed over to you as a part of the assignment and will be liable to pay the loss amount either directly or through salary deductions.

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PSN Supply Chain Solutions Pvt. Ltd.

23. You agree to co-operate with any security measures such as random frisking and searches of personal belongings.

24. In addition to the above, you are also governed by the standard employment rules/ standing orders and safety/security rules of the **PSN Supply Chain Solutions Pvt Ltd**, and you are required to read them in conjunction.

25. You agree to defend, indemnify and hold **PSN Supply Chain Solutions Pvt Ltd** harmless from any and all claims, damages, liability, attorneys' fees and expenses on account of your failure to satisfy any of your obligations under this Letter or for misconduct, violation of anylaw or creation of any legal liability by you or any information pertaining to the background of unlawful act on your part which has been suppressed by you while obtaining this job.

26. In addition to the terms contained herein, your relationship with **PSN Supply Chain Solutions Pvt Ltd**, may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by **PSN Supply Chain Solutions Pvt Ltd**. You shall at no point of time make any claim or right to claim employment, damage, loss or compensation of any nature what so ever against any of our clients.

27. We take this opportunity to wish you the very best in your tenure with **PSN Supply Chain Solutions Pvt Ltd**.

28. If the above terms & conditions are acceptable to you, please sign the duplicate copy of this contract in token of your acceptance.

I have read this letter in full & understand it fully. By signing this letter of the contract, I accept allaforementioned terms & conditions of the contract of employment offered by **PSN Supply Chain Solutions Pvt Ltd**.

For **PSN Supply Chain Solutions Pvt Ltd**

Signature: Mandira Manna

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Authorised Signatory

Name: MANDIRA MANNA

Annexure-A

Gross Salary		Statutory benefits	
Basic + DA	11430	PF Employer	1487
HRA	572	ESIC Employer	390
Other If Any			
Total Gross Salary (A)	12000	Total Statutory Contribution (B)	1877
PF	1372		
ESIC	90		
PT	110		
Total Deduction (C)	1572		
Net Salary D = (A-C)	10428	Cost to Company (A + B)	13877

Unit No.7, "Diamond Gold" Tanvi Complex, S.V Road, Dahisar (East), Mumbai (India) - 400 068.
Tel: 7738660001/ 7738309530 Email [illegible] website [illegible]

PSN

PSN Supply Chain Solutions Pvt. Ltd.

Annexure B

Service Provider Personnel Nondisclosure Agreement

This Nondisclosure Agreement (this "Agreement"), effective as of 15.07.2022, entered into by, ["Service Provider Personnel"], an employee of **PSN Supply Chain Solutions Pvt Ltd** , ["Service Provider"], for the benefit of clients of **PSN Supply Chain Solutions Pvt Ltd.** (and the Clients and the Service Provider Personnel are referred to individually as a "Party" and collectively as the "Parties").

The Parties recognize that in connection with Service Provider Personnel's assignment by Service Provider to provide products or services to its clients, certain information includingConfidential Information (as defined hereinafter) would be passed on/ disclosed to theService Provider Personnel by the clients with respect to its operations and businesses. The Service Provider Personnel are now agreeing to the terms and conditions on which the Service Provider Personnel shall be provided the Confidential Information. In consideration of the clients agreeing to disclose Confidential Information to the Service Provider Personnel, the Service Provider Personnel agrees and undertakes to abide by the terms of this Agreement as set out below:

1. ***Conditional Information:***

As used in this Agreement, "Confidential Information" means all nonpublic information disclosed by or relating to Client/s and any entity in which Client/s or its group companiehave directly or indirectly, certain economic interest (an "Affiliate") that is designated aconfidential or that, given the nature of the information or the circumstances surroundingits disclosure, reasonably should be considered as confidential. Confidential Information includes, without limitation (i) all nonpublic information relating to the clients or any of itsAffiliate's technology, customers, business plans, promotional and marketing activities, finances, and other business affairs, and (ii) all third-party information that the client or any of its Affiliate is obligated to keep confidential. Confidential Information may be contained in tangible materials, such as drawings, data, specifications, reports, compilations, summaries, abstracts, modifications, translations, enhancements, adaptations, and computer programs, or maybe in the nature of unwritten knowledge.

2. ***Exclusions:***

Confidential Information does not include any information that (i) is or becomes publicly available without breach of this Agreement, (ii) can be shown by documentation to have been known to Service Provider Personnel at the time of his/her receipt of such information from the client, (iii) is received from a third party having the legal right to disclose Confidential Information and who did not acquire or disclose such information by a wrongful or tortious act, or (iv) can be shown by documentation to have been independently developed by Service Provider Personnel outside the scope of the relationship with the client, without reference to any Confidential Information.

ATTESTED

PRINCIPAL
MAHESHADAL RAI COLLEGE

3. *Use of Confidential Information:*

Service Provider Personnel may use Confidential Information solely in connection with and only in pursuance of his/her business relationship with the client. Except as expressly provided in this Agreement, Service Provider Personnel will not disclose Confidential Information to any person or entity for any purpose whatsoever without the client's prior written consent. Service Provider Personnel will take all reasonable measures to avoid disclosure, dissemination, or unauthorized use of Confidential Information, including, at a minimum, the same degree of care, secrecy, and security measures he/she takes to protect his/her own confidential information of a similar nature.Service Provider Personnel will segregate Confidential Information from the confidential materials of third parties to prevent commingling.

4. *Disclosures to Governmental Entities.*

Service Provider Personnel may disclose Confidential Information as required to comply with binding orders of governmental entities that have jurisdiction over it, provided that Service Provider Personnel (i) gives the client prior written notice sufficient to allow the client or any of its Affiliate to seek a protective order or another appropriate remedy, (ii) discloses only such information as is required by the governmental entity, and (iii) uses commercially reasonable efforts and lawful means to obtain confidential treatment for any Confidential Information so disclosed and minimize the extent of such disclosure.

5. *Ownership of Confidential Information:*

All Confidential Information and patents, copyrights, trade secrets, trademarks or service marks or logos (whether registered or not, with or without goodwill) and other intellectual property rights, titles, or interests therein (collectively referred to as "Intellectual Property Rights") will remain the exclusive property of the client or its Affiliate, as may be applicable. Disclosure of Confidential Information under this Agreement by the client or its Affiliate will not constitute an express or implied grant to Service Provider Personnel of any rights to or under the client's or its Affiliate's Intellectual Property Rights.

6. *Notice of Unauthorized Use:*

Service Provider Personnel will notify the client immediately upon discovery of any suspected unauthorized use, copying, or disclosure of Confidential Information or any other breach of this Agreement. Service Provider Personnel will cooperate with the client or its Affiliates in every reasonable way to help the client or its Affiliate regain possession of such Confidential Information and prevent its further unauthorized use or disclosure.

ATTESTED
PRINCIPAL
MANISHADAI RAI COLLEGE

7. Return / Destroy or Discontinue Use of Confidential Information:

Service Provider Personnel will return, deliver, remove, or destroy all tangible materials embodying Confidential Information (in any form and including, without limitation, all summaries, copies, and excerpts of Confidential Information) promptly following the client's written request regardless of how the Confidential Information is embodied at the date of request. The Client may at any time, at its sole discretion, require the Service Provider Personnel to discontinue the usage of any or all Confidential Informationand at the Client's option, Service Provider Personnel will provide written certification of his/her compliance with this Section.

8. Injunctive Relief:

Service Provider Personnel acknowledges that disclosure or use of Confidential Information in violation of this Agreement could cause irreparable harm to the client or any of its Affiliates for which monetary damages may be difficult to ascertain or an inadequate remedy. Service Provider Personnel, therefore, agrees that the client and/or its Affiliate will have the right, in addition to its other rights and remedies, to seek injunctive relief as a remedy or to prevent or curtail any actual or threatened breach by the Service Provider Personnel of its obligations hereunder or for any violation of this Agreement.

9. Scope Termination:

This Agreement is intended to cover Confidential Information received by Service Provider Personnel prior to and subsequent to the date. This Agreement shall be effective once signed by Service Provider and will automatically terminate upon the completion or termination of the Parties' business relationship; provided, however, that Service Provider Personnel's obligations with respect to Confidential Information will survive and continue indefinitely even following such completion or termination. The provisions contained in this Section shall survive the termination or expiry of this Agreement.

10. Indemnity:

The Service Provider Personnel acknowledges that a breach of this Agreement by theService Provider Personnel could result in significant liability, claim, damage, loss, penalty, cost, or expense (including, without limitation, reasonable attorney's fees and costs of appeal) (hereinafter together referred to as "Losses") to the client. The Service Provider Personnel agrees to indemnify and hold the client harmless and indemnified from and against any Losses, arising on account of the breach by the Service Provider Personnel of any of the obligations undertaken by the Service Provider Personnel under this Agreement.

11. Outside Employment:

You agree that during the period of your employment, you will not, without the prior written approval of **PSN Supply Chain Solutions Pvt Ltd**, directly or indirectly engage in anyoutside employment activity relating to any line of business in which the client is engaged, orwhich would otherwise conflict with or adversely affect in any way the performance ofyour employment obligationsto our client.

ATTESTED,
PRINCIPAL
MANISHABAI RAI COLLEGE

12. Miscellaneous:

This Agreement will not create a joint venture, partnership, or other formal business relationship or entity of any kind, or an obligation to form any such relationship or entity. Each Party will act as an independent service provider and not as an agent of the other Party for any purpose, and neither will have the authority to bind the other

This Agreement constitutes the entire agreement between the Parties relating to the matters discussed herein and may be amended or modified only with the mutual written consent of the Parties. Each Party's obligations hereunder are in addition to, and not exclusive of, any and all of his, her, or its other obligations and duties to the other Party, whether express, implied, in fact, or in law. Subject to the limitations set forth in this Agreement, this Agreement will inure to the benefit of and be binding upon the Parties and their respective successors and assigns.

Any failure by the client or any of its Affiliates to enforce Service Provider Personnel's strict performance of any provision of this Agreement will not constitute a waiver of the client or its Affiliate's right to subsequently enforce such provision or any other provision of this Agreement.

If a provision of this Agreement is held invalid under any applicable law or by a court of competent jurisdiction, such invalidity will not affect any other provisions of this Agreement that can be given effect without the invalid provision. Further, all terms and conditions of this Agreement will be deemed enforceable to the fullest extent permissible under applicable law, and, when necessary, the court is requested to reform any and all terms or conditions to give them such effect.

This Agreement is governed by the laws of India, excluding its conflicts of law rules. In the event of any dispute or difference arising between the Parties hereto in regard to any matter relating to or connected with this Agreement, the same shall be referred to arbitration in accordance with the (Indian) Arbitration and Conciliation Act, 1996, and any amendments thereof. The decision of the arbitrator shall be final and binding on the Parties. The venue of arbitration shall be Bangalore. This Section shall survive the termination or expiry of this Agreement.

Notices:

All notices hereunder will be given in writing, will refer to this Agreement, and will be personally delivered or sent by overnight courier, receipted facsimile transmission, or registered or certified mail (return receipt requested) to the address set forth below the Parties' signatures at the end this Agreement. Any Party may from time to time change such address by giving the other Party notice of such change in accordance with this Section 11.6. Service Provider Personnel has executed this Agreement as of the date set forth below.

The provisions contained in Sections 5, 6, 7, 8, 9, 10, and 11 shall survive the termination or expiry of this Agreement.

Accepted

Full Name: - Mandira Manna

Signature Mandira Manna

Mobile Number: - 7430881278

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

COSMO BAZAAR

Ref: HR/APRL/24/A1/6130351 03

Date-03/01/2024

Dear Manini Maity,

Offer cum Appointment Letter

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 CSA in the employment of the company subject to your joining on or before Manini Maity. The offer shall automatically lapse if you do not join.
Reliance Projects & Property Management Services Ltd is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as CSA in Grade K4 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. 128700/- per annum as below:

	Rs. per month
Basic	9100
HRA	1365
Conveyance Allowance	
Monthly Gross	10725
Annual Gross	128700

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 deputation or completion 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

HR Manager
AGS RETAILS (INDIA) LTD.

Signature of the Employee:
Encl: Terms and Conditions of Employment - Annexure - I

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

COSMO BAZAAR

ANNEXURE - I

TERMS & CONDITIONS OF EMPLOYMENT

1. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will cease to end on the day you are found medically unfit by the Medical Officer.

2. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.

3. The address as indicated in your application for appointment shall deem to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.

4. All the above conditions should be adhered to the extent of absence without leave or leave without pay. Only Basic Salary shall be reckoned for computing the contribution to the Provident Fund.

5. You are required to submit the following documents, if the same have not been submitted earlier.

   i. Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials in original together with copies thereof.

   ii. Copies of your passport photographs with white background.

   iii. Copy of Passport / Ration Card / Voter's ID / driving licence / aadhaar or any other document as proof of your residence and photo identity.

   iv. Copy of your PAN.

6. You have hereby given an objection to the Company(Or its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhar number, other Government issued ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organization that Reliance Retail has appointed from being or anyone later for the purpose of background checks and verifications, in order to avail services such as employment / housing / management / payment / credit / insurance / home or car / vehicle on rent, etc.

7. You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

8. You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

9. Your Re Objection will be continuous with the arrangement between the Company and any agency / organization engaged by the Company for Reference / Antecedent Verification of your current and past employments.

10. In order to ensure the uniform and maintenance of a good appearance before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.

11. You are required to keep your salary package strictly confidential and not to share any information regarding the salary.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

COSMO BAZAAR

12. During your tenure with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the misuse of your credentials.

13. You will be covered by the service rules and regulations including conduct, discipline and misconduct notice and any such other rules or orders of the client or Company as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the client's establishment of your posting.

14. You shall be entitled to leave and other benefits as per the rules and regulations governing client's establishment where you will be working. You will be entitled to a weekly off to may be notified from time to time. The weekly holiday may be staggered and determined as per the roster.

15. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, accordingly at the client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered and you may be required to work in spells in the morning and evening. In case you being a female employee you shall be provided with due security escort up to your residence in case you work beyond 8 pm.

16. You will be required to work on any day of the year, including festival holidays, in the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

17. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary / affiliate of our client / associate. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

18. In normal course you shall retire from the services of the organization on attaining the age of 58 years.

19. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

i. Return to work within 8 days from the commencement of such absence and

ii. Give an explanation to the satisfaction of the Management regarding such absence.

20. You will be on probation for a period of Six Months from the date of your joining, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 30 Days' notice in writing by either side or payment of 30 Days Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment is liable to be terminated by giving One Month' notice in writing by either side or payment of One Month Basic Salary in lieu thereof. You shall attend duties till you are relieved from the service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

21. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, dishonesty and commission of an act involving moral turpitude, any act of indiscipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

22. You will be bound by the code of conduct, rules, regulations and office orders as force and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions and terms of employment.

23. You may be laid off on payment of 50% wages on account of shortage of work, materials, electricity and similar other reasons.

24. You shall extend all cooperation to the client's employees, customers, representatives, etc. and do all such things diligently, faithfully and to the best of your skill and ability as may be necessary to serve the client and perform all the duties entrusted to you from time to time.

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

COSMO BAZAAR

ANNEXURE - II

UNDERTAKING

I, Manasi Maity hereby acknowledge and agree to the following terms and conditions in connection with my employment at

1. I understand that maintaining basic grooming and hygiene standards is essential for a positive customer experience and a professional workplace. I commit to maintaining good personal hygiene and adhering to the company's grooming guidelines.
2. I acknowledge that as an employee of Reliance Projects & Property Management Services Ltd, I am required to adhere to the company's uniform policy. I will wear the provided uniform as provided by the company, follow all guidelines and instructions regarding its proper use and maintenance.
3. I recognize the importance of polite and respectful communication with customers. I will consistently engage with customers in a friendly, professional, and courteous manner, actively listening to their needs and providing assistance to the best of my ability.
4. I acknowledge that my role may require me to handle cash transactions and maintain accurate records of financial transactions as part of my responsibilities. I will diligently follow company procedures for cash handling and bookkeeping, ensuring accuracy and transparency in all tasks. In case of any discrepancy, the same may be recovered from my salary.
5. **I understand that the store operation timings shall coincide with the timings of the retail market in which the store is located. I hereby consent to adhere to the same. I acknowledge that this is crucial for the smooth functioning of the Company, and I am prepared to contribute in some way.**
6. I am committed to maintain a workplace free from discrimination or harassment based on gender, race, caste, or any other protected characteristic. I will treat all Colleagues, Manager and Customers with fairness, respect, and dignity, and I will promptly report any incidents of discrimination or harassment that I witness or experience to the HR Department.
7. I am committed to participating in all training sessions and workshops, whether conducted virtually or in person. I acknowledge that these training opportunities are essential for my professional development and the Company's growth.

I acknowledge that I have read, understood, and agree to comply with the terms and conditions set forth in this undertaking, encompassing those outlined in my Appointment Letter, Company Policies, and procedures, subject to consultations as deemed necessary. Further I give my consent to clauses no. 8 & 9 of the terms and conditions of my Appointment Letter.

Name : Manasi Maity

Signature : Manasi Maity

Date : 01/03/24

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Adecco

7

Corporate Office, No 73/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevapura, Whitefield Main Road, Bengaluru - 560048
Tel +91 80 68407000

Date: 01 / 03 / 2024

Dear PIU BAURI
Address: Kolkata

Thank you for showing interest in joining our organization.

Based on the job application and the initial representations, we are interested in taking your candidature forward for deputation with one of our clients. We would like to inform you that the hiring process can sometimes take more time than anticipated and assure you that your application is still active and under consideration.

While we are in the process of evaluating all candidates thoroughly, we want you to know that your candidacy remains a priority for us. We are dedicated to making sure we select the best fit for the role and the team, which requires a more comprehensive assessment.

The location of the job along with other benefits will be communicated to you shortly. The final offer will be subject to clearance of assessment test, UAN clearance and scrutiny of relevant documents. This Letter does not guarantee any employment.

As part of the selection process, you are required to hand over the mandatory documents listed below to our representative.

- Copy of Aadhaar Card (both sides) & details in the same has to be matching with your SSLC / Xth marks card.
- Copy of Bank Passbook or copy of cancelled cheque (with your name, bank account number, and IFSC clearly printed)
- Copy of SSLC / Xth marks card and highest education qualification certificate
- Police Verification Certificate
- Covid Vaccination Certificate (2 doses)

We are anticipating finalizing the selection process within the next few weeks. In the meantime, please feel free to reach out to our Recruiters (Name) Anurag Kumar (Mobile No) 9798274275 if you have any questions or if there have been any changes to your availability or contact information.

Please note: Adecco or representatives of Adecco does not solicit gifts or money in any kind, hence any claims of this sort will not be entertained.

With Warm Regards,

Anurag Kumar

(Recruiter)
Authorised Signatory

ATTESTED
PRINCIPAL
NAHISHADAL RAJ COLLEGE

I hereby accept the above-mentioned terms and conditions.

Name: Piu Bauri Signature: Piu Bauri Date: 23.03.2024

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2561K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 69B, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Amit Thanedar

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 2/11/2023 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of **retainership** your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I,Amit Thanedar accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Amit Thanedar
Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

Arambagh Foodmart Pvt. Ltd. Kolkata-20

DGM-HRD,Admin & Compliance
HR Manager
Arambagh Foodmart Pvt. Ltd.

ATTESTED
PRINCIPAL
MANSHADAL RAI COLLEGE

AB-CO/OH/041221

03rd OCT 2023

Mr /Miss ARJIT KAR

Dear ARJIT KAR

With reference to our discussions, you had with us, we are pleased to offer you an appointment as Junior Officer in Operations Department at BL1 at Absolute Barbeque Pvt Ltd Kolkata location.

You are required to report for duties on05th Oct 2023 otherwise this offer will stand automatically cancelled. Please bring the original & photocopies of the following documents.

- All educational certificates,
- Six no.'s of passport size.
- Original of Driving License or pan card.
- Original of Aadhar Card is mandatory.
- Bank Passbook or Cheque book of your personal Bank Account. The Bank Account should have your name as per your AadharCard.

You shall be entitled for in hand salary 10,000 per Month Also, you will be eligible for Free Food which includes, breakfast, lunch and dinner, Mediclaim for Self &parents and leaves & Other benefits as per policy and Free Accommodation till L1.

You will be eligible for promotion after Six month of Service basis on your performance.

Please return the duplicate copy of this letter as a token of acceptance of our offer.

Thanking you,

From, Absolute Barbeque Pvt Ltd Accepted Arijit kar

Absolute Barbeque Pvt. Ltd. Kolkata 700063

(Authorised Signatory)

HR Manager

Absolute Barbeque Pvt. Ltd.

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

AB-CO/DPI/DM1221

03rd OCT 2023

Mr /Miss ANIRBAN MONDAL

Dear ANIRBAN MONDAL

With reference to our discussions, you had with us, we are pleased to offer you an appointment as **Junior Officer in Operations Department at RL1 at Absolute Barbeque Pvt Ltd Kolkata location.**

You are required to report for duties on05th Oct 2023 otherwise this offer will stand automatically cancelled. Please bring the original & photocopies of the following documents.

- All educational certificates,
- Six no.'s of passport size.
- Original of Driving License or pan card.
- Original of Aadhar Card is mandatory.
- Bank Passbook or Cheque book of your personal Bank Account. The Bank Account should have your name as per your AadharCard.

You shall be entitled for in hand salary 10,000 per Month Also, you will be eligible for Free Food which includes, breakfast, lunch and dinner, Mediclaim for Self &parents and leaves & Other benefits as per policy and Free Accommodation till L1.

You will be eligible for promotion after Six month of Service basis on your performance.

Please return the duplicate copy of this letter as a token of acceptance of our offer.

Thanking you,

From, Absolute Barbeque Pvt Ltd **Accepted** Anirban Mandal

Kolkata 700053

(Authorized Signatory)

HR Manager
Absolute Barbeque Pvt. Ltd.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Absolute Barbeque Pvt. Ltd.
Regd. Office: 2nd Floor, Apunque Silpi, Indira Nagar, Gachibowli, Hyderabad-500032, Telangana
Email ID: legal@absolute-barbeque.com | Website: www.absolute-barbeque.com
CIN: U55101TG2013PTC089647

AB-CO/OH/041221

01st OCT 2023

Mr /Miss RAKESH GHORAI

Dear RAKESH GHORAI

With reference to our discussions, you had with us, we are pleased to offer you an appointment as Junior Officer in Operations Department at BL1 at Absolute Barbeque Pvt Ltd Kolkata location.

You are required to report for duties on25th Oct 2023 otherwise this offer will stand automatically cancelled. Please bring the original & photocopies of the following documents.

- All educational certificates.
- Six no.'s of passport size.
- Original of Driving License or pan card.
- Original of Aadhar Card is mandatory.
- Bank Passbook or Cheque book of your personal Bank Account. The Bank Account should have your name as per your AadharCard.

You shall be entitled for in hand salary 10,000 per Month Also, you will be eligible for Free Food which includes, breakfast, lunch and dinner, Medicision for Self &parents and leaves & Other benefits as per policy and Free Accommodation till L1.

You will be eligible for promotion after Six month of Service basis on your performance.

Please return the duplicate copy of this letter as a token of acceptance of our offer.

Thanking you,

From, Absolute Barbeque Pvt Ltd.Accepted Rakesh Ghorai

(Authorised Signatory)

HR Manager

Absolute Barbeque Pvt. Ltd.

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

AB-CO/OFF/041221

03rd OCT 2023

Mr /Miss PRABAL MONDAL

Dear PRABAL MONDAL

With reference to our discussion, you had with us, we are pleased to offer you an appointment as Junior Officer in Operations Department at RL1 at Absolute Barbeque Pvt Ltd Kolkata location.

You are required to report for duties on05th Oct 2023 otherwise this offer will stand automatically cancelled. Please bring the original & photocopies of the following documents.

- All educational certificates,
- Six no.'s of passport size.
- Original of Driving License or pan card.
- Original of Aadhar Card is mandatory.
- Bank Passbook or Cheque book of your personal Bank Account. The Bank Account should have your name as per your AadharCard.

You shall be entitled for In hand salary 10,000 per Month Also, you will be eligible for Free Food which includes, breakfast, lunch and dinner, Mediclaim for Self &parents and leaves & Other benefits as per policy and Free Accommodation till L1.

You will be eligible for promotion after Six month of Service basis on your performance.

Please return the duplicate copy of this letter as a token of acceptance of our offer.

Thanking you,

From, Absolute Barbeque Pvt Ltd Accepted Prabal Mondal

(Authorised Signatory)

HR Manager

Absolute Barbeque Pvt. Ltd.

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

AB-CO/OFF/DM1221

03rd OCT 2023

Mr /Miss DEEP MONDAL

Dear DEEP MONDAL

With reference to our discussions, you had with us, we are pleased to offer you an appointment as Junior Officer in Operations Department at IL1 at Absolute Barbeque Pvt Ltd Kolkata location.

You are required to report for duties on05th Oct 2023 otherwise this offer will stand automatically cancelled. Please bring the original & photocopies of the following documents.

- All educational certificates,
- Six no.'s of passport size.
- Original of Driving License or pan card.
- Original of Aadhar Card is mandatory.
- Bank Passbook or Cheque book of your personal Bank Account. The Bank Account should have your name as per your AadharCard.

You shall be entitled for in hand salary 10,000 per Month Also, you will be eligible for Free Food which includes, breakfast, lunch and dinner. Mediclaim for Self &parents and leaves & Other benefits as per policy and Free Accommodation till L1.

You will be eligible for promotion after Six month of Service basis on your performance.

Please return the duplicate copy of this letter as a token of acceptance of our offer.

Thanking you,

From, Absolute Barbeque Pvt Ltd.Accepted Deep Mandal

(Authorised Signatory)

HR Manager

Absolute Barbeque Pvt. Ltd.

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

Absolute Barbeque Pvt. Ltd.
Regd. Office: 2nd Floor, Apparoop Sree, Indira Nagar, Gachibowli, Hyderabad-500032, Telangana
Email ID: hrgat@absolute-barbeque.com | Website: www.absolute-barbeque.com
CIN: U55101TG2011PTC076947

COSMO BAZAAR

Ref: HR/APRL/24/1/6130351-06

Date-01/04/2024

Dear Soya Pradhan Gini,

Offer cum Appointment Letter

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 CSA in the employment of the company subject to your joining on or before Soya Pradhan Gini. The offer shall automatically lapse if you do not join.
Reliance Projects & Property Management Services Ltd is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as CSA 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. 120870/- per annum as below:

	Rs. per month
Basic	9380
HRA	1245
Conveyance Allowance	
Monthly Gross	10725
Annual Gross	120870

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 deployment at completion 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

GCS RETAILS (INDIA) LTD. HOWRAH

Authorised Signatory
GCS RETAILS (INDIA) LTD.
Signature of the Employee
Encl: Terms and Conditions of Employment - Annexure - I

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

COSMO BAZAAR

Annexure - I

TERMS & CONDITIONS OF EMPLOYMENT

1. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will cease to end on the day you are found medically unfit by the Medical Officer.

2. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.

3. The address as indicated in your application for appointment shall deem to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.

4. All the above conditions should be adhered to the event of absence without leave or leave without pay. Only Basic Salary shall be reckoned for computing the contribution to the Provident Fund.

5. You are required to submit the following documents, if the same have not been submitted earlier

   i. Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials as original together with copies thereof.

   ii. Copies of your passport photographs with white background.

   iii. Copy of Passport / Ration Card / Voter's ID / driving licence / aadhaar or any other document as proof of your residence and photo identity.

   iv. Copy of your PAN.

6. You have hereby given no objection to the Company/its its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhar number, other Government issued ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Accrediting Verification Organization, that Reliance Retail has appointed from being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / human capital / rewards / incentives, etc.

7. You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / associates can access and update your digital record on such platform, including data, documents, certificates, verification reports, references & testimonials, etc. and use our related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

8. You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency Aadhaar.

9. Your No Objection will be commensurate with the arrangement between the Company and any agency / organisation engaged by the Company for Reference / Accredited Verification of your current and past employments.

10. In order to ensure the uniformity and maintenance of a good ambience before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.

11. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

COSMO BAZAAR

17. During your tenure with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any unauthorised access/sharing or breach of confidentiality in any way which has occurred due to the misuse of your credentials.

18. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the client or Company as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the client's establishment of your posting.

19. You shall be entitled to leave and other benefits as per the rules and regulations governing client's establishment where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly holiday may be staggered and determined as per the roster.

20. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, accordingly at the client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered and you may be required to work in shifts in the morning and evening. In case you bring a female employee you shall be provided with due security escort up to your residence in case you work beyond 8 pm.

21. You will be required to work on any day of the year, including festival holidays, in the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

22. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary / affiliate of our client / associate. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

23. In normal course you shall retire from the services of the organisation on attaining the age of 58 years.

24. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

   a. Return to work within 8 days from the commencement of such absence and

   b. Give an explanation to the satisfaction of the Management regarding such absence.

25. You will be on probation for a period of Six Months from the date of your joining which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 30 Days' notice in writing by either side or payment of 30 Days Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment is liable to be terminated by giving One Month' notice in writing by either side or payment of One Month Basic Salary in lieu thereof. You shall attend duties till you are relieved from the service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

26. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being informed and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, dishonesty and commission of an act involving moral turpitude, any act of indiscipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

27. You will be bound by the code of conduct, rules, regulations and other orders as have and hereafter by the company from time to time in relation to your service conditions, which will form part of your service conditions and terms of employment.

28. You may be held liable for payment of 10% wages on account of damage of work, materials, electricity and similar other expenses.

29. You shall extend all cooperation to the client's employees, customers, representatives, etc. and do all such things diligently, faithfully and to the best of your skill and ability as may be necessary to serve the client and perform all the duties entrusted to you from time to time.

ATTESTED

MAHESHADAL HAI COMMISSIONER

COSMO BAZAAR

ANNEXURE - II

UNDERTAKING

I, Sova Pradhan Giri hereby acknowledge and agree to the following terms and conditions in connection with my employment at

1. I understand that maintaining hygiene standards is essential for a positive customer experience and a professional workplace. I commit to maintaining good personal hygiene and adhering to the company's grooming guidelines.
2. I acknowledge that as an employee of Reliance Projects & Property Management Services Ltd, I am expected to adhere to the company's uniform policy. I will wear the provided uniform as provided by the company, follow all guidelines and instructions regarding its proper use and maintenance.
3. I recognize the importance of polite and respectful communication with customers. I will consistently engage with customers in a friendly, professional, and courteous manner, actively listening to their needs and providing assistance to the best of my ability.
4. I acknowledge that my role may require me to handle cash transactions and maintain accurate records of financial transactions as part of my responsibilities. I will diligently follow company procedures for cash handling and bookkeeping, ensuring accuracy and transparency at all times. In case of any discrepancy, the same may be recovered from my salary.
5. I understand that the store operation timings shall coincide with the timings of the retail market in which the store is located. I hereby consent to adhere to the same. I acknowledge that this is crucial for the smooth functioning of the Company, and I am prepared to contribute as necessary.
6. I am committed to maintaining a workplace free from discrimination or bias based on gender, sex, race, or any other protected characteristic. I will treat all Colleagues, Manager and Customers with fairness, respect, and dignity, and I will promptly report any incidents of discrimination or harassment that I witness or experience to the HR Department.
7. I am committed to participating in all training sessions and workshops, whether conducted virtually or in-person. I acknowledge that these training opportunities are essential for my professional development and the Company's growth.

I acknowledge that I have read, understood, and agree to comply with the terms and conditions set forth in this undertaking, encompassing those outlined in my Appointment Letter, Company Policies, and procedures, subject to amendments as deemed necessary. Further I give my consent to clauses no. 8 & 9 of the terms and conditions of my Appointment Letter.

Name : Sova Pradhan Giri

Signature : Sova Pradhan Giri

Date : 04.03.2024

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 59B, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Nabin Jana,

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 05/12/2023 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainership your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I, Nabin jana accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Nabin Jana

Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

Arambagh Foodmart Pvt. Ltd. Kolkata

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

DGM-HRD,Admin & Compliance

HR Manager
Arambagh Foodmart Pvt. Ltd.

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA7581K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 88B, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336802173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Asrina Khatun,

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 02/04/2024 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainership your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I,Asrina Khatun accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Asrina Khatun
Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

DGM-HRD,Admin & Compliance

HR Manager
Arambagh Foodmart Pvt. Ltd.

Arambagh Foodmart Pvt. Ltd. Kolkata

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

COSMO BAZAAR

Ref: HR/APRL/246/1/62303511-09

Date-04/04/2024

Dear Saptarka Hazra,

Offer cum Appointment Letter

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 CSA in the employment of the company subject to your joining on or before Saptarka Hazra. The offer shall automatically lapse if you do not join.
Reliance Projects & Property Management Services Ltd is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as CSA in Onsite KL 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.128700/- per annum as below:

	Rs. per month
Basic	5148
HRA	1545
Conveyance Allowance	
Monthly Gross	10725
Annual Gross	128700

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 deputation or completion of the project with the client.
The terms and conditions in this letter and the accompanying Annexure 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

HR Manager
Authorised Signatory
AGS RETAILS (I) PVT. LTD.

Signature of the Employee:
Encl: Terms and Conditions of Employment - Annexure - I

AGS RETAILS (I) PVT. LTD.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

COSMO BAZAAR

Annexure - I

TERMS & CONDITIONS OF EMPLOYMENT

1. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will cease to exist on the day you are found medically unfit by the Medical Officer.

2. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.

3. The address as indicated in your application for appointment shall deem to be correct for sending any communication to you. If any communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.

4. All the above conditions should be reduced to the extent of absence without leave or leave without pay. Only Basic Salary shall be reckoned for computing the contribution to the Provident Fund.

5. You are required to submit the following documents, if the same have not been submitted so far

   i. Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials in original together with copies thereof.

   ii. Copies of your passport photographs with white background.

   iii. Copy of Passport / Ration Card / Voter's ID / driving license / aadhaar or any other document as proof of your residence and photo identity.

   iv. Copy of your PAN.

6. You have hereby given an objection to the Company/its its group Companies and associates sharing your personal information and documents, including but not limited to Aadhar number, other Government issued ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organisation that Reliance Retail has appointed (now being or anytime later) for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / assistance / house keeping / security services etc.

7. You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and use our related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

8. You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

9. Your Sin Objection will be consistent with the arrangement between the Company and any agency / organisation engaged by the Company for Reference / Antecedent Verification of you current and past employments.

10. In order to ensure the uniformity and maintenance of a good endeavour before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.

11. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

COSMO BAZAAR

12. During your tenure with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any inconvenience/loss/damage on breach of confidentiality on any way which has occurred due to the misuse of your credentials.

13. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the client or Company as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the client's establishment of your posting.

14. You shall be entitled to leave and other benefits as per the rules and regulations governing client's establishment where you will be working. You will be entitled to a weekly off to may be notified from time to time. The weekly holiday may be staggered and determined as per the exigency.

15. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, accordingly at the client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered and you may be required to work in spells in the morning and evening. In case you being a female employee you shall be provided with due security escort up to your residence in case you work beyond 8 pm.

16. You will be required to work on any day of the year, including festival holidays, as the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

17. Your employment is transferable to any other place / establishment / department / divisions / unit / branch / subsidiary / affiliate of our client / associates. However, such transfer will not entail any increase in your salary and / or adversely affect your conditions.

18. In normal course you shall retire from the services of the organisation on attaining the age of 58 years.

19. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

   i. Return to work within 8 days from the commencement of such absence and

   ii. Give an explanation to the satisfaction of the Management regarding such absence.

20. You will be on probation for a period of Six Months from the date of your joining, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 15 Days' notice in writing by either side or payment of 30 Days Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment is liable to be terminated by giving One Months' notice in writing by either side or payment of One Month Basic Salary in lieu thereof. You shall attend duties till you are relieved from the service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

21. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, dishonesty and commission of an act involving moral turpitude, any act of indiscipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

22. You will be bound by the code of conduct, rules, regulations and office orders as have and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions and terms of employment.

23. You may be liable to payment of 10% wages on account of damage of work, materials, electricity and similar other expenses.

24. You shall extend all cooperation to the client's employees, customers, representatives, etc. and do all such things diligently and to the best of your skill and ability as may be necessary to serve the client and perform all the duties entrusted to you from time to time.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

COSMO BAZAAR

ANNEXURE - II

UNDERTAKING

I,Sagarika Hansa hereby acknowledge and agree to the following terms and conditions in connection with my employment at

1. I understand that maintaining hygiene, grooming and hygiene standards is essential for a positive customer experience and a professional workplace. I consent to maintaining good personal hygiene and adhering to the company's grooming guidelines.
2. I acknowledge that as an employee of Reliance Projects & Property Management Services Ltd, I am required to adhere to the company's uniform policy. I will wear the prescribed uniform as provided by the company. Follow all guidelines and instructions regarding its proper use and maintenance.
3. I recognize the importance of polite and respectful communication with customers. I will consistently engage with customers in a friendly, professional, and courteous manner, actively listening to their needs and providing assistance to the best of my ability.
4. I acknowledge that my role may require me to handle cash transactions and maintain accurate records of financial transactions as part of my responsibilities. I will diligently follow company procedures for cash handling and bookkeeping, ensuring accuracy and transparency at all times. In case of any discrepancy, the same may be recovered from my salary.
5. I understand that the store operation timings shall coincide with the timings of the retail market in which the store is located. I hereby consent to adhere to the same. I acknowledge that this is crucial for the smooth functioning of the Company, and I am prepared to contribute as necessary.
6. I am committed to maintaining a workplace free from discrimination or bias based on gender, sex, race, or any other protected characteristic. I will treat all Colleagues, Manager and Customers with fairness, respect, and dignity, and I will promptly report any incidents of discrimination or harassment that I witness or experience with the HR Department.
7. I am committed to participating in all training sessions and workshops, whether conducted virtually or in-person. I acknowledge that these training opportunities are essential for my professional development and the Company's growth.

I acknowledge that I have read, understood, and agree to comply with the terms and conditions set forth in this undertaking, encompassing those outlined in my Appointment Letter, Company Policies, and procedures, subject to amendments as deemed necessary. Further I give my consent to clauses no. 8 & 9 of the terms and conditions of my Appointment Letter.

Name : Sagarika Hansa

Signature : Sagarika Hansa

Date : 09/03/24

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

mbaazar

METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
CIN-U74900WB2009PTC135617

Date: 05.03.2024

JOINING GUIDELINES

To,
Dear, Mr./Mrs./Ms. BARSHA JANA
With reference to your subsequent interview with us, we are pleased to offer you a post of RETAIL SALES ASSOCIATE in our organization Metro Retail Pvt. Ltd.

Points to be understood and signed:

1. Your Gross Monthly salary will be Rs 9000/- per month.
2. Your date of reporting will be 05.03.2024
3. Your Reporting location will be HOWRAH but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party giving 15 (Fifteen) days' notice or 15 (Fifteen) days Gross Salary, in lieu thereof.
4. During the course of the service, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration.
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (if any) / Voter Card / PAN Card / Blood Group /2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID card and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine" wherein both in & out punch is mandatory.
8. You are required to submit the leave application for any absent/leave in hard copy apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without information for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will not be entitled for any PL credit in your account. You will be entitled for CL & SL after 6 months of your joining on pro rata basis.

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MANISHARMAL RAI COLLEGE

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METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
CIN-U74900WB2009PTC135617

10. You will have to submit the Mobile phone during the duty hours with the store mgt. & you will have to perform duties as per Store Shift schedule.
11. You will be eligible for staff discounts only after 3 months from your joining date on a day fixed by management from time to time.
12. Your Resignation letter need to be submitted in Hard copy, which is mandatory.
13. You will be eligible for the appointment letter post probation period.
14. You have to deposit your Staff uniform and Id Card to the Store Manager at the time of resigning from the job, otherwise an amount of Rs.200/200 will be deducted from your salary.
15. You are required to update the store manager for any changes in your personal details, (Like change in Name / Mobile No. / Address / Marital Status) through a new enrollment Form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The quantum and timings of future increments or promotion shall be based, among other things and Circumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your services and you will not be entitled to any further remuneration whatsoever from the date of such termination of service. If at any time in management's 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 company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Metro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sincerely,

For Metro Retail Pvt. Ltd.

HR MANAGER
Sr. Manager
METRO RETAIL PVT. LTD.

METRO RETAIL PVT. LTD.

I have read the terms and conditions of the offer and unconditionally accept the same.

Signature: Bandna Jaina

Date: 05-03-2019

METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
C I N-U74900WB2009PTC135417

Date: 05.03.24

JOINING GUIDELINES

To,
Dear, Mr./Mrs./Ms. SABNAM SULTANA
With reference to your subsequent interview with us, we are pleased to offer you a post of RETAIL SALES ASSOCIATE in our organization Metro Retail Pvt. Ltd.

Points to be understood and signed:

1. Your Gross Monthly salary will be Rs 9000/- per month.
2. Your date of reporting will be 05.03.2024
3. Your Reporting location will be HOWRAH but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party giving 15 (Fifteen) days' notice or 15 (Fifteen) days Gross Salary, in lieu thereof.
4. During the course of the service, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration.
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (if any) / Voter Card / PAN Card / Blood Group /2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID card and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine" wherein both in & out punch is mandatory.
8. You are required to submit the leave application for any absent/leave in hard copy apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without information for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will not be entitled for any PL credit in your account. You will be entitled for CL & SL after 6 months of your joining on pro rata basis.

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10. You will have to submit the Mobile phone during the duty hours with the store mgt. & you will have to perform duties as per Store Shift schedule.
11. You will be eligible for staff discounts only after 3 months from your joining date on a day fixed by management from time to time.
12. Your Resignation letter need to be submitted in Hard copy, which is mandatory.
13. You will be eligible for the appointment letter post probation period.
14. You have to deposit your Staff uniform and Id Card to the Store Manager at the time of resigning from the job, otherwise an amount of Rs.300/200 will be deducted from your salary.
15. You are required to update the store manager for any changes in your personal details, (Like change in Name / Mobile No. / Address / Marital Status) through a new enrollment Form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The quantum and timings of future increments or promotion shall be based, among other things and Circumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your services and you will not be entitled to any further remuneration whatsoever from the date of such termination of service. If at any time in management's 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 company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Metro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sincerely,

For Metro Retail Pvt. Ltd.

HR MANAGER
METRO RETAIL PVT. LTD.

METRO RETAIL PVT. LTD.

I have read the terms and conditions of the offer and unconditionally accept the same.

Signature: Sabnam Sultana
Date: 05/03/24

[illegible]
Corporate Identity Number: [illegible]
[illegible]
[illegible]
PS Seijan Corporate Park, Office No. [illegible], [illegible]
Plot C - 7, Block GP, Sector V, Salt Lake, Kolkata, 700091, West Bengal, Ph. : 033 4088 9966
[illegible]

Baazar

Appointment Letter

Private & Confidential

Date	: 01 Dec 2023
Code	: [illegible]
Name	: Ganga Murmu
Address	: Moradiya, Jajanwadih, [illegible], Moradiya, Jajanwadih, Paradiya, West Bengal 723121
Contact No.	: 9749182048
Email Id	: [illegible]
DOB	: 14 Jun 2000

Dear Ganga Murmu

We are pleased to inform you that your recent application and the subsequent interviews you had with us, has been successful. We hereby appoint you as **Associate - Retail Operations** department in Baazar Retail Private Limited.

This letter of appointment is subject to terms and conditions attached hereto (**Appendix A and Appendix B**). The Company reserves the right, at its sole discretion, to add, alter and/or amend your Role and Responsibilities at any time during your employment with us.

The terms of appointment are as follows:

1. Commencement of Employment:

This appointment commences from **01-Dec-2023**
You will not be paid any salary in case you leave the services of the company within 15days of your joining on your own accord. However, if the management terminates your services, you will be paid for the number of days present and working upto the date of termination.

2. Place of Employment:

Your place of posting will be **Registered Office: PS Seijan Corporate Park, GP Block, Salt Lake, Sector 5 Kolkata 700091 West Bengal** or any one of the stores of **Baazar Retail Private Limited** and/or Warehouse / Logistics of the company. However, the Company reserves the right to transfer you, either temporarily or permanently, to any other place of business of the Company in the country or overseas. It is hereby clarified that in the event of the transfer to any other location in pursuance of its employment, you shall not be eligible for any additional remuneration or relocation allowance or benefit other than as expressly specified in writing by the Company. Your work schedule will be as specified by the Company's standard policy for that financial year.

3. Compensation & Benefits:

Your consolidated annual CTC shall be **138096/-** (One Lacs Thirty Eight Thousand Ninety Six Rupees)
The component-wise breakup of your compensation is indicated in Appendix A of this letter.
You will not be entitled to any other remuneration / benefits / amenities other than what is stated herein, unless specifically authorized by a separate written order of the management.

Ganga Murmu

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BAAZAR RETAIL PRIVATE LIMITED
CIN U74110MH2019PTC326448
(formerly known as Boots Manufacturing Private Limited)
Registered Office:
Plot Nos. Corporate Park, Office No 1103, 11th Floor, Sector 1
Plot G-2, Block GP, Sector V, Salt Lake, Kolkata 700091, West Bengal, Ph. 033 6684 9900
Website: www.baazarkolkata.com Email id: legal@baazarkolkata.com

4. Probation:

You will be on probation for a period of six (6) months from the date of joining. Based on your performance, this probation can be confirmed, terminated or extended for a further period as deemed necessary. On successful completion of your probation period, you shall be given a letter confirming you as a regular employee of the Company. Until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During Probation Period, your appointment can be terminated by either party giving 15 days' notice or salary lieu off.

Appendix B lays out the broad terms and conditions of service governing your employment with the Company. These are subject to change from time to time. You will be expected to carefully read, and keep yourself abreast of, the policies of the Company as announced or amended from time to time. These amendements shall be binding on you, immediately on its publication or effective date of any amendment. It is important to note that the Company has a documented Human Resource Policy (hereinafter HR Policy). The HR Policy inter-alia contains various important provisions, for e.g. leaves, notice period, etc., which are applicable to all employees. Such provisions of HR Policy shall, by reference, be deemed to be part of your employment contract with the Company and you shall always be bound by the same. As an employee of the Company, you are requested to go through the HR Policy and other policies or any amendment therein carefully to fully understand these provisions and its implication on your employment with the Company.

5. General:

a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice.
b. These employment terms supersede and replace any existing agreement or understanding, if any, between the company and you relating to the same subject matter.
c. Our institution is an equal right employer, values based and each of your action should always reflect this attitude in spirit and action.
d. You will not either directly or indirectly engage yourself, either full time or part time, elsewhere in any job, profession, or business of any nature during the tenure of your employment with the company.
e. This appointment is valid subject to:
- Your pre-employment medical examination report which declares you to be medically fit.
- Your furnishing at the time of joining, documents in proof of your having been relieved by your present employer.
- Our receiving satisfactory references on your background verification.

In the event of any inconsistency between this employment contract and the HR Policy, the provisions of HR Policy shall supersede.
To confirm your acceptance to this agreement, please initial all the pages and put your signature on the declaration at the last page of this agreement and return to us the duplicate copy of the entire agreement duly initialed and signed. It is our pleasure, once again to welcome you at **Baazar Retail Private Limited** and we look forward to a mutually rewarding association.

Yours Faithfully,
For, **Baazar Retail Private Limited**

Authorised Signatory

Gtonga Hazra

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Warehouse & Logistics Office
Arasiv Industrial Warehouse Pat,Khatian No. 5225,J.LNo.83,
Mouza: Dankuni 86, Post Office-DCC, Police Station-Dankuni,
District: Hooghly, Pin: 712310 West Bengal

CTC Details

[illegible]	[illegible]
Employee Name	Ganga Sharma
Birth Date	[illegible]
Join Date	[illegible]
Resign Date	
Status	Active
Grade	[illegible]
Branch	[illegible]
Department	[illegible]
Designation	[illegible]

Allowances

Basic	[illegible]
House Rent Allowance	[illegible]
TOTAL GROSS	[illegible]

Deductions

Provident Fund_EE	[illegible]
ESIC_EE	[illegible]
LWF_EE	[illegible]
TOTAL DEDUCTION	[illegible]
Monthly Take Home	[illegible]
Yearly Gross	[illegible]
Provident Fund_ER	[illegible]
ESIC_ER	[illegible]
Gratuity_ER	[illegible]
Bonus	[illegible]
Gratuity_ER	[illegible]
Monthly Payroll Benefits	[illegible]
Cost To Company (p.a.)	[illegible]
Cost To Company p.m.	[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

Ganga Sharma

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Appendix B
General Terms & Conditions

1. **Verification**

Your employment in the Bazzar Retail Private Limited ("Company") is subject to satisfactory verification of your certificates, testimonials, and personal particulars/ credentials. The Company reserves the right to get a background check (including criminal history record search, education and employment, and personal details verification) conducted on you, which you explicitly agree to, whether done directly by us or through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Company or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice or compensation.

2. **Date of Birth**

You will be bound by the date of birth declared and captured in the contract of employment for all service matters with the Company, including your retirement age. Though at this time the Company has accepted this as your date of birth on the basis of your statement and the documents you have provided, the Company may at any time call upon you to furnish additional proof thereof as deemed appropriate.

3. **Retirement Age**

The retirement age from the services of the Company is **58 years**.

4. **Retirement/ Separation Benefits**

You will be entitled to gratuity benefits as per the Payment of Gratuity Act, 1972.

5. **Nationality**

You confirm that you are an Indian national and holding valid Indian citizenship document such as Passport,Aadhar etc and are thus exempt from any additional work authorisation to work in India.

However, if you are a non-Indian holding a foreign passport, you will be required to demonstrate that you have the necessary authorisations for working in India by submission of relevant documents. It will be your responsibility to ensure that throughout your employment with Bazzar Retail Private Limited your work authorisations including but not limited to any statutory registrations etc are up to date and you shall hold Bazzar Retail Private Limited harmless and indemnified against any act or omission on your part in this regard. In case the work authorisation ends during the course of your employment with Bazzar Retail Private Limited your contract with Bazzar Retail Private Limited will be deemed to be terminated.

6. **Working Hours**

The working hours of the Company has been provided in the HR Policy. Your work is of continuous responsibility and you will be expected to complete your assigned duties within the required time frame.

7. **Leave**

Your annual leave entitlement will be as provided in the HR Policy of the Company as amended from time to time.

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8. **Medical Fitness**

This offer of employment is subject to your self-declaration that you are medically fit to work. In case, at any time in future, it is found that you are not medically fit to discharge your duties diligently and efficiently on a continuous basis, your services are liable to be terminated. The decision taken by the management in this regard, taking into consideration the Medical Report, shall be final and binding on you.

As a measure to ensure the health and safety of its employees, the management reserves the right;

a. To suggest periodical medical assessment and/or production of such fitness report to the company
b. To conduct non-invasive screening measures like temperature checks which would be conducted only during the extraordinary situations such as COVID-19 outbreak or similar outbreak in future.
c. To report the suspected cases to competent health authorities in good faith.
d. To know firsthand information of communicable disease such as COVID-19 occurrence or symptoms from its employees,etc.
e. To allow an employee who has been infected and recovered, to resume office again.
f. To encourage and/or mandate work from home including the right to take disciplinary action if an employee is not performing his/her assigned duties, while working from home.

9. **Reimbursements**

The Company will reimburse you on actuals for any reasonable and necessary expenses incurred by the you in the course of your work, provided that such expenses are approved in advance in writing by your immediate superior. You shall provide the Company with such vouchers and other evidence of actual payment of such expenses as the Company may reasonably require.

10. **Increments & Promotions**

The Company will conduct regular performance reviews to evaluate your performance and contribution to the Company, and to ascertain your capability to execute the role and responsibilities entrusted to you by the Company.

Your overall performance will be evaluated by the Company's management and any promotions and/or increments may be declared, as deemed appropriate by the Company, based on the evaluation.

11. **Posting & Transfer**

Your place of posting shall be as indicated in the first page of this Contract of Employment and you agree to be transferred in such capacity as the Company may from time to time determine. In such a case, you shall be governed by the specific terms and conditions applicable to your new location.

12. **Secondment**

Your job may entail you to proceed, from, time to time, on assignments at stations outside your place of posting and stations overseas. Based on exigencies of work and at the discretion of the Company your services may also be transferred to any store / warehouse / office of the Company or seconded to any of its associate Company in India or abroad or to any office of the Company abroad. In such event you will be governed by the transfer and secondment rules framed by the Company and / or by such associate Company in this respect. In the event of your transfer and / or secondment you will also be governed by the specific terms and conditions applicable to your new location. You will be

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respons ble to remain compliant with all applicable immigration/ visa and foreign exchange rules in this regard.

13. Confidentiality

Maintaining confidentiality is a condition to your employment. During your employment, you will not store, possess, use or disclose confidential personal/ sensitive information or data (including those from any of your previous employment(s) with other organizations) in an unauthorized manner. You shall not bring any such information or data into the Company.

You acknowledge that you will have access to confidential information. You acknowledge that the confidential information is the valuable property of the Company and is critical to its business of the Company. You shall forever hold the confidential information in confidence and shall not publish, disclose or disseminate, at any time, to any person; or use to any purpose any confidential information other than such purposes as shall be required to fulfil your duties with the Company, or remove any confidential information, in whole or in part, from the Company's premises, without prior written permission.

You shall observe utmost confidentiality and secrecy of any and all information received by you or entrusted to you in the course of your employment and you shall at all times, whether during or after the termination of your employment, act with utmost fidelity and not disclose or divulge such information to a third party or make use of such information for your own benefit.

Upon termination of your employment, you will immediately surrender to the Company, all files, books, magazines, reports, documents, manuals, audio and video tapes, discs and any other knowledge data bases entrusted to you in the course of your employment.

You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copy righted material which is the property of the company - for your own benefit or for the benefit of any third party - either during the course of your employment or after your separation.

14. Intellectual Property

You acknowledge and agrees that your Contribution to the business of the Company as well as any portion thereof shall be the sole property of the Company from date of creation thereof, and you hereby assigns the same in favour of the Company irrevocably, unconditionally and in perpetuity.

For the purpose of this Clause: "**Contribution**" means Intellectual Property or parts thereof, conceived, developed, or otherwise made by you, alone or jointly with others and in any way relating to the Company's present or proposed products, programs or services or tasks or projects assigned to you, or for the Company's clients during the term of you engagement with the Company.

"**Intellectual Property**" means in relation to the Company all trademarks, service marks, logos, patents, domain names and utility models, copyrights, inventions, brand names and business names and any similar rights and the benefit (subject to the burden) of any of the foregoing (in each case whether registered or unregistered and includes applications for the grant of any of the foregoing and the right to apply for any of the foregoing in any part of the world).

15. Non-Compete And Non-Solicitation

During the Term and for a period of 2 (two) years thereafter, the Employee, shall not carry on or engage in, directly or indirectly, whether through partnership or as a shareholder, joint venture partner, collaborator, consultant or agent or in any other manner whatsoever,

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the business of any other legal entity which competes, directly or indirectly, with the business of the Company.

During the Term, and for a period of 2 (two) years thereafter, the Employee, shall not directly or indirectly, attempt in any manner solicit or entice away or attempt to solicit or entice away (or authorise the taking of any such action by any other person) any potential investor, employee, representative and/or consultant who has been engaged with the Company.

16. Cessation of Employment

During the tenure of this employment (upon confirmation), your employment may be terminated by either party giving notice as given below or a Gross Salary, in lieu thereof for the notice period, during which period the Employee shall be on the rolls of the Company and shall be required to perform his/her duties, obligations and responsibilities in accordance with the provisions of this Letter. The Company shall have the right to waive the Notice or any period of the Notice by paying the Remuneration to the Employee for such period in lieu thereof.

The notice period for termination of employment by either side for the various levels shall be as specified in HR Policy of the Company. As per the aforesaid policy, the current notice period for the various levels is set out below:

Position	Notice Period
Associate Vice President & Above	90 Days
Senior General Manager	60 Days
General Manager	
Deputy General Manager	
Assistant General Manager	
Senior Manager	
Manager / Store Manager	
Deputy Manager / Assistant Store Manager	30 Days
Assistant Manager / Department Manager	
Executive	
Associate / Senior Associate / Associate Support	
Probationer	15 Days

However, the period that is prescribed on the date of giving notice shall apply

Any leave availed must be compulsorily, properly authorized and documented as per the Company Policy. In the event an unapproved/unauthorized leave for greater than 10 (Ten) days, the same shall be treated as breach of employment terms and voluntary abandonment of your employment services with the Company. Under such circumstances the Management reserves the right to take necessary disciplinary action towards such misconduct including but not limited to permanent termination of employment services.

17. Termination without notice

The Company may terminate / suspend your services at any time immediately without giving written notice or salary payment in lieu of that notice to the employee, if it has been alleged and prima facie established through preliminary enquiry (Internal/External) of any indicative events below. If so, you may not be allowed to resume or resign during the period that such enquiry is under contemplation or in progress.

(i) misconduct (ii) repeated misconduct (iii) breach of instructions by an employee (iv) failure to safeguard the assets of the Company (v) activities which bring the Company into dispute (vi) any furnished declaration is false (vii) the employee is found to have wilfully suppressed any material information default or (viii) breach of this Letter, which default where curable, is not cured within 7 (seven) days of the Company informing the Employee

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of such breach; (ix) failure by the Employee to perform its duties towards the Company in accordance with the terms hereof and the Policies (x) criminal conviction by court of law (xi) failure to adhere to HR Policy and Code of Conduct, office procedures, rules and regulations that may be in force from time to time or (xii) where situations warrants action outside the list of events.

Upon the termination of the employment with the Company for whatever reason, you will be required to undergo the exit clearance procedure as per the HR policy of the Company including return, without delay or demur, to the Company all its property of every nature and description including but not limited to personal computers, software, manuals, identity cards, uniform and all other items belonging to or issued by or on behalf of the Company in the course of or in connection with the Employee's employment with the Company. On the termination date, the Employee shall sign and deliver to the Company such declarations as the Company may reasonably require.

18. Exit formalities

Before termination of employment, you will be required to complete exit formalities and sign necessary forms in this regard, as per the policies of the Company.

You will be required to return to the Company, all documents, including copies thereof and property including but not limited to corporate expense card, fuel card, mobile phone, motor vehicle, IT equipments etc., where applicable, before your last working day in order to obtain release. You are also specifically restrained from keeping copies or extracts of any of the Company's documents with you, after your release from the services of the Company, except under specific written permission from the Company.

As part of your exit formalities, you have to provide in writing to the Company that you have not retained any data/ confidential information relating to the Company and that you will be personally liable to the Company in the event that it is found that any data/ confidential information was nevertheless retained by you. This liability shall remain whether or not any such data/ confidential information is later disclosed by you.

You, as an employee explicitly agree that your final settlement of dues shall happen only after completion of the aforesaid formalities and first adjusting all dues under whatsoever head than due to the Company. In case of shortfall in the amounts to be recovered, you shall forthwith settle the remaining amount without demur or protest. The exit formalities shall be kept in abeyance till the deficit amount is paid in full.

19. Code of Conduct

The Code of Conduct Policy addresses how employees in the Company should behave and conduct business in a wide range of settings and situations. It is your responsibility to adhere to enforce the Code of Conduct and other Company policies consistently and appropriately as amended from time. You are expected to carefully read the Code of Conduct, the full text of which is available with **HR Team** and to keep yourself abreast of any amendments thereto as may be made from time to time. You are expected to bring any code of conduct related issue/ clarification/ grievance to the notice of the designated HR Team.
For further details please refer to HR Policy as amended from time to time.

20. Protection of Computer Software/ Company's Assets

The Company has a strict policy prohibiting the unauthorized reproduction or use of computer software purchased or licensed from an outside vendor. You will not bring into the Company, or use, any unauthorized or unlicensed software. You will be required to sign a declaration annually that you are complying with this policy. Where applicable, you shall be provided with a HAPPAY Card for expenses, mobile phone, etc., All these shall at all times remain the Company's property/ assets, and they must be returned to the Company on termination of employment or whenever requested by the Company or

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Initial of Intern/Employee Gunjan Manna

disposed of in accordance with the policies and directions under which they are issued.

You will be provided with access to a computer for your business use in the office. If you are allocated a portable computer for use with your work, you are required to take additional responsibility for the physical security of the equipment as well as the information stored therein. You must make yourself aware of and comply with the Company's relevant policies and procedures applicable to usage of the Company's computer equipment, including the Company's policies on the appropriate use of email and the internet. You acknowledge and agree that the Company reserves the right to monitor your usage of the Company's computer(s) and IT systems/ resources towards ensuring that there is no unauthorized usage thereof.

21. **Exclusivity**

During the continuance of your employment with the Company, it is a condition of your employment that you will not engage yourself in any other trade, business or occupation, including private practice and consulting, without obtaining prior written permission of the Company.

22. **Wrongful Dissemination**

You must not host, display, upload, modify, store, make available or transmit, publish, update or share in or through the Facilities of the Company or otherwise any information or material which:

- belongs to another person to which you have no rights and/or which infringes any person's intellectual property rights;
- is or is likely to be perceived as defamatory, threatening, misleading, offensive or inappropriate, or materially misrepresents facts;
- contains any virus, harmful component or corrupted data or any other computer code, files or programs designed to interrupt, destroy or limit the functionality of the computer resources and Facilities of the Company;
- contains any unlawful advertising, promotion or solicitation;
- violates any applicable law or regulation;
- is grossly harmful, harassing, blasphemous, defamatory, obscene, pornographic, paedophilic, libelous, invasive of another's privacy, hateful, or racially, ethnically objectionable, disparaging, relating or encouraging money laundering or gambling, or otherwise unlawful in any manner whatever;
- is grossly offensive or menacing in nature;
- impersonates another person

23. **Representations & Warranties**

You acknowledge that you are competent and free to execute this Letter. This Letter when executed and delivered by you will constitute a valid and legally binding obligation, enforceable in accordance with its terms.

The execution, delivery and performance obligations set out in this Letter by you does not and will not conflict with, result in a breach of or default under any applicable law in India, or any order, writ, injunction or decree of any court or governmental authority having competent jurisdiction, or any agreement, arrangement, contract, understanding, written or oral, to which you are a party.

The credentials and information provided by you to the Company with respect to your qualifications and ability to perform the duties, responsibilities and obligations under this Letter are true and correct.

You are medically fit to perform the duties and obligations in accordance with the terms of this Letter and have furnished to the Company a certificate of medical fitness, issued by a

Initial of Issuer/Employee _____

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doctor or medical officer in the form acceptable to the Company.

You have disclosed all material and relevant information which may either affect your employment with the Company currently or in the future or may be in conflict with the terms of your employment with the Company, either directly or indirectly.

24. Duties & Obligation

a. You shall be entrusted with duties as may be indicated to you by the Management / Board from time to time.
b. You shall be required to comply with all operating Policies (as defined below), procedures and practices of the Company as regards your duties.
c. You shall devote your whole working time, attention and energies to the business of the Company as may be necessary and will use your best endeavours to promote the interest and welfare of the Company.
d. You shall not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or Policy of the Company or exceed the authority or discretion vested in himself without the previous sanction of the Company.
e. You shall avoid any action which may result in a conflict between your personal interests and the interests of the Company in dealing with suppliers, customers and any organisations or individuals doing or seeking to do business with the Company.
f. You shall avoid any interaction with the media, electronic, print or otherwise, on behalf of the Company unless specifically authorised by the Company in this regard.
g. During the Term, you shall not directly or indirectly engage yourself in any other business, occupation or employment, whether or not such activity is pursued for profit, gain or otherwise and you shall not render any other commercial or professional services or participate in any other commercial activity whether on a full time or a part time basis.
h. You shall perform and discharge all duties and functions assigned by the Company in a faithful, competent and professional manner.
i. You agree to maintain proper discipline, dignity and decorum during the course of your employment with the Company.
j. You agree and undertake that you shall not either directly or indirectly receive or accept for your benefit any commission, rebate, discount, gratuity, money or gift from any an individual, firm, company or any other legal entity having or who has had any business connection with the Company as well as from any employee/official of the Company (other than the your regular compensation).
k. You agree that you have no objection in the Company or its affiliates sharing his personal information and documents including but not limited to Aadhar Card, Voter ID, PAN card, Passport , name, gender, date of birth, addresses, mobile number, email, educational records and employment records with any reference/ antecedent verification organization appointed by the Company for the purpose of background checks and verification of the employees of the Company.
l. You undertake that you have been given the opportunity to read the terms and conditions of the various policies, procedures and processes of the Company (collectively the "**Policies**") including but not limited to the Leave and Attendance policy. You further undertake that you will be bound to all the terms and conditions of the Policies and any violation thereof shall subject you to appropriate disciplinary proceeding(s). The Company's decision on all such matters shall be final and binding on you. You understand that such Policies are subject to review and may be modified periodically and all such modified Policies shall be applicable to you.

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25. Indemnity

Without prejudice to any other right available to the Company under any prevailing Law or contract or in equity, you shall compensate, indemnify, defend and hold harmless the Company, its affiliates, directors, employees and officers (collectively, the "Indemnified Parties") from and against any and all losses, liabilities, damages, deficiencies, demands,

Initial of Issuer/Employee Gangri Murmu

claims (including third party claims) actions, of any kind or other costs or expenses (including, without limitation, reasonable legal fees) ("Losses") incurred or suffered by imposed upon or asserted against the Indemnified Parties based upon or arising out of or in relation to or otherwise in connection with the following on your part: (i) any inaccuracy in any of the representations contained in this Letter; and/or (ii) breach of any covenants, undertakings or obligations under this Letter; and/or (iii) non-compliance of any applicable laws.

26. Dispute Resolution

If any dispute arises between You and the Company (hereinafter individually referred to as "Party" and collectively referred to as "Parties") during the subsistence of this Letter or thereafter, in connection with the validity, interpretation, implementation or alleged breach of any provision of this Letter or regarding a question, including the question as to whether the termination of this Agreement by one Party hereto has been legitimate, the Parties hereto shall endeavour to settle such dispute amicably. The attempt to bring about an amicable settlement is considered to have failed as soon as one of the Parties hereto, after reasonable attempts which attempt shall continue for not less than 30 (thirty) days ("Discussion Period"), gives a notice thereof to the other Party in writing.

In case of such failure, either Party may refer the dispute to a sole arbitrator appointed by the Company. If the Parties fail to jointly appoint an arbitrator within 30 (thirty) days after the end of the Discussion Period, the arbitrator shall be appointed in accordance with the Arbitration and Conciliation Act, 1996. The arbitration proceedings shall be governed by the Arbitration and Conciliation Act, 1996.

The place and seat of the arbitration shall be Kolkata, India. The arbitration proceedings shall be governed by the laws of India. The proceedings of arbitration shall be in the English language. The arbitrator's award shall be substantiated in writing. The arbitral tribunal shall also decide on the costs of the arbitration proceedings. The award shall be final and binding on the Parties.

Yours Faithfully,

For Bazar Retail Private Limited

Authorised Signatory

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DECLARATION

By signing this agreement, I hereby completely acknowledge and agree that I have carefully read and understood the above agreement (including the attached terms and conditions thereto) and accept the same unconditionally. I will make myself fully aware of, and be bound by, the rules and regulations of the Company as amended from time to time. In particular, I declare that

a) I will furnish original copies of my certificates, testimonials, and other necessary documents, on demand.

b) I acknowledge and agree to the Company reserving the right to get a background check conducted on me either by itself or through a third-party agency. In furtherance thereof, I hereby authorize the Company to collect and retain copies of my personal particulars (including educational certificates, copies of passport, driving license, PAN card, voter identification card etc) either directly or through a third-party agency.

c) There are no ongoing or pending criminal cases/ criminal liabilities on me nor have I ever been convicted of any criminal offence.

d) I am not in possession, in an unauthorized manner, of any confidential, sensitive, or personal information/ data/ material of any other Company or individual (collectively "Sensitive Data"). I shall not bring any Sensitive Data into the Company and shall not use any such Sensitive Data in an unauthorized manner, during or after my tenure with the Company.

e) I shall not commit, or cause to commit, any act or omission, which I believe to be illegal or against the Company's Code of Conduct and/or Policies.

f) In the event of any willful or intentional misconduct, fraud, dishonesty, or breach of confidentiality on my part, I will personally be liable to the Company.

Signature Gangga Murmu.

Date 02-01-2024

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Ref: TRE/Jan/2024/9/1653

13/11/2023

Ms. Malabika Maity
Polyachak, Purba Medinipur, Haldiakan, West Bangal

Dear Ms Malabika Maity,

Sub: Appointment as Sales Associate Emp.No. 91653

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Operation to be located at 2195-Kolkata-West Bengal, on the following terms and conditions. Please refer Annexure I, for detailed information regarding your per month/per annum emolument.

Statutory deductions, as applicable, would be effected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services 13/11/2023 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you 90 days' notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will give the Company 90 days' notice in writing or pay 90 days salary in lieu of notice.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail HHTPM4479M and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company on attaining the age of 58 years.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: (91-22) [illegible] FAX: (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: (91-22) [illegible] FAX: (91-22) [illegible]
Email id - [illegible] Website - [illegible] CIN - [illegible]

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5. Your current location for day-to-day work will be at Z196 Kolkata West Bengal. However, your services are liable to be transferred one post to another, from one department to another, from one store to another store and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulation, service conditions and benefits as applicable in the department, store and the city where you are posted.

6. It shall be your sole responsibility to get yourself relieved from ending employment if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your present employer may make against you or liabilities arising therefrom.

7. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

8. You will observe a six-day working week.

9. You are allotted Employee No.91653 and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

10. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

11. You will abide by HR policies which may be amended from time to time.

12. You will abide by POSH policies (Prevention of sexual harassment Policy) which may be amended from time to time.

We welcome you to our Organisation and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) [illegible] FAX : (91-22) [illegible]

CORPORATE OFFICE : TRENT HOUSE, G BLOCK, PLOT NO. C-60, BEHIND CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

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The Women employees would be governed by The Maternity Benefit Act, 1961 as amended up to date and they shall also be entitled to the benefits mentioned there in.

Please acknowledge the terms and conditions as token of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct)

Thanking You
For Trent Limited

Mr. Ajay Menon
Authorised Signatory

Encl: CTC Statement

I have read the above terms and Conditions and I accept the same

Malabika Maity
(Ms.Malabika Maity)

REGISTERED OFFICE: BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL: (91-22) [illegible] FAX: (91-22) [illegible]
CORPORATE OFFICE: TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA KURLA COMPLEX, BANDRA (E), MUMBAI - 400 051. TEL: (91-22) [illegible] FAX: (91-22) [illegible]
E-mail: [illegible] Website: [illegible] CIN: [illegible]

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ANNEXURE I : Compensation FY 2023 – 24

Name	Ms Malobika Maity
Emp Code	91653
Location code	Z106
Location	Z106-Kolkata-West Bengal
Qualification	EDFJ
Date of Joining	13/11/2023
Date of Birth	21/06/2003

Statement Showing Existing Emoluments

Salary Components	INR
Basic	10,765
House Rent Allowance	538
Educational Allowance	0
Additional Allowance(If applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	0
Gross Earning	11,301
Employee State Insurance Corporation (ESIC)	167
Provident Fund	1,292
Employee Deposit Linked Scheme (EDLI)	93
TOTAL CTC	13,013
Gratuity	518
Mediclaim	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,531
Annual Grand CTC	162,381.72

Remarks

Subject to changes as per the rules applicable by the Government from 1st April 2021
Payment of Gratuity will be governed as per the provisions of the Payment of Gratuity Act at the time of separation
Your compensation is subject to tax deductions as per the Indian Income Tax rules *The said components are discretionary and will be utilized only if opted by the employee

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : [illegible] FAX : [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, INTERSE CITY BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : [illegible] FAX : [illegible]
Email id - [illegible] Website - www.trentlimited.com CIN - [illegible]

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SERVICE AGREEMENT

AN AGREEMENT, made this 13/11/2023 BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street,Mumbai-400001 and Corporate Office at Trent House, G Block, Plot No. C60, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 (hereinafter called "the Company" which expression shall include the successors and assignees of the Company) of the ONE PART AND

Ms Malabika Maity
(Here in after called "the Employee") of the OTHER PART.

WHEREBY IT IS AGREED as follows:

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 13/11/2023 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. The service of the Employee are liable to be terminated by giving 00 days' notice in writing by Other party to the other party or by surrendering 90 day's salary in lieu of notice.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also execute all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Condition/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if so required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: (91-22) [illegible] FAX: (91-22) 2204 2081
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: (91-22) 6700 1000 FAX: (91-22) 6700 3100
Email id : [illegible] Website : [illegible] CIN : [illegible]

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6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other impositions, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's scheme/rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company, submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall –

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof.

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require;

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working, processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be, an associate or a subsidiary of the Company;

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(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require;

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company;

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company;

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge;

(i) not, during his/her employment with the Company, wilfully waste, spoil, embezzle, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which him otherwise come into his/her possession;

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company;

(k) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companion bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries.

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11. While serving the Company the Employee shall give and devote whole of his/her work day exclusively to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) voucher, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, readers, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come in to the Employees possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or henceforth used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be submitted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect.

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : [illegible] FAX : [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, NEXUS CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : [illegible] FAX : [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

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14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) conceives any improvement, trade or work in relation to any process or improvement or aforesaid and if such improvements, trade or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such improvements, trade or work and shall hand over to the Company all papers, working drawings, sketches, formulae and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of:

i) Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

ii) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

iii) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

iv) For purpose of sub-clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. During employment with the Company the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give to the Company 90 Days' notice in writing or 90 Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

17. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more information.

18. It is expressly agreed by and between the parties hereto that –

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waive by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

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iii) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee whether committed before or at the time of the termination of the Employee's employment hereunder.

19. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

20. The Employee shall not at any time, after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly:

a) represent himself/herself as being in any way connected with or interested in the business of the Company; or

b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company.

c) either on his/her own account or for any person, firm or company solicit, interfere with or endeavour to entice away from the Company any Employee of the Company.

d) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

21. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

22. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address:

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IN WITNESS WHEREOF, the parties hereto have executed these presents the day and year first above written.

SIGNED AND DELIVERED,
For and on behalf of by the within named
For Trent Limited

Mr Ajay Menon

Authorised Signatory

Malabika Maity

(Ms. Malabika Maity)

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) 6665 8282 FAX : (91-22) 2567 2091

CORPORATE OFFICE : TRENT HOUSE, G BLOCK, PLOT NO. C-60, BEYOND CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) 6700 9000 FAX : (91-22) 6700 9100

E-mail id : investors@trent-tata.com Website : www.trentlimited.com CIN : L24300MH1952PLC009001

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MAHISHADAL RAJ COLLEGE

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1. Trent Limited
Trent House, G Block,
Plot No. C60, Beside Citibank
Bandra Kurla Complex, Bandra (East)
Mumbai - 400051

2. Malatuka Maity
Payrachali, Purba Medinipur, Haldiasan, West Bengal
Midnapore
West Bengal
India

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter.

23. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India, that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

24. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

25. The Employee shall abide and conduct himself/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her.

26. The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

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Ref: TRT/Com/2024/84028

25/12/2023

Ms. Kashana Marfy
Uttar Raustan Chak, Purba Medinipur

Dear Ms Kashana Marfy,

Sub: Appointment as Sales Associate Emp No. 84028

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Operation to be located at ZZSC-Kolkata-West Bengal, in the following terms and conditions. Please refer Annexure I, for detailed information regarding your per month/per annum emolument.

Statutory deductions, as applicable, would be effected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services 26/12/2023 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you 90 days' notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will give the Company 90 days' notice in writing or pay 90 days salary in lieu of notice.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail (GPTMT6281) and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company, on attaining the age of 58 years.

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5. Your current location for day-to-day work will be at [illegible] Kolkata West Bengal. However, your services are liable to be transferred into post to another, from one department to another, from one store to another town and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulation, service conditions and benefits as applicable to the department, store and the city where you are posted.

6. It shall be your sole responsibility to get yourself relieved from existing employment if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your present employer may make against you or liabilities arising therefrom.

7. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

8. You will observe a six-day working week.

9. You are allotted Employee No.[illegible] and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

10. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

11. You will abide by HR policies which may be amended from time to time.

12. You will abide by POSH policies (Prevention of sexual harassment Policy) which may be amended from time to time.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL. : (91-22) [illegible] FAX : (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL. : (91-22) [illegible] FAX : (91-22) [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

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The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there in.

Please acknowledge the terms and conditions as token of acceptance as mentioned in appointment Letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct).

Thanking You,
For Trent Limited

Mr. Ajay Menon
Authorized Signatory

Encl. CTC Statement

I have read the above terms and Conditions and I accept the same.

Rachana Maity
(Ms.Rachana Maity)

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL. : (91-22) 6666 8282 FAX : (91-22) 2204 2261
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-61, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL. : (91-22) 6705 9500 FAX : (91-22) 6705 9505
Email id : investor@trent-tata.com Website : www.trentlimited.com CIN : L52399MH1952PLC008951

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ANNEXURE 1 Compensation FY 2023 - 24

Name	Ms Pradnya Murty
Emp Code	98600
Division Code	2212
Location	2212 Kolkata-West Bengal
Qualification	EDIT
Date of Joining	26/12/2023
Date of Birth	06/01/2005

Statement Showing Existing Emoluments

	(Rs)/-
Salary Components	
Basic	15,783
House Rent Allowance	526
Educational Allowance	0
Attendance Allowance(if applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	0
Gross Earning	11,301
Employee State Insurance Corporation (ESIC)	347
Provident Fund	1,262
Employee Deposit Linked Scheme (EDLI)	53
TOTAL CTC	13,013
Gratuity	518
Mediclaim	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,531
Annual Grand CTC	162,381.72

Remarks

[illegible]

[illegible]

[illegible]

REGISTERED OFFICE: [illegible] TEL: [illegible] FAX: [illegible]

CORPORATE OFFICE: TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BEHIND CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL: [illegible] FAX: [illegible]

Email id - [illegible] Website - www.trentland.com CIN - [illegible]

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SERVICE AGREEMENT

AN AGREEMENT, made this 26/12/2023 BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street,Mumbai-400001 and Corporate Office at Trent House, G Block, Plot No. C61, Besides Citibank, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 (hereinafter called "the Company" which expression shall include the successors and assignees of the Company) of the ONE PART AND

Ms Rachana Mally
(Here in after called "the Employee") of the OTHER PART

WHEREBY IT IS AGREED as follows:

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 26/12/2023 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. The service of the Employee are liable to be terminated by giving 30 days' notice in writing by either party to the other party or by surrendering 30 day's salary in lieu of notice.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also execute all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Condition/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if so required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

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6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other impositions, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's scheme/rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company, submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall -

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof.

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require.

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working, processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be, an associate or a subsidiary of the Company.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) 6665 8282 FAX : (91-22) 2204 2681

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BEHIND CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) 6700 9000 FAX : (91-22) 6700 6100
Email id : [illegible] Website : [illegible] CIN : [illegible]

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(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require;

(f) not, without the express consent of the Company in writing, pledge the credit of the Company to enter into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company;

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company;

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge;

(i) not, during his/her employment with the Company, wilfully waste, spoil, embezzle, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession;

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company;

(k) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries.

REGISTERED OFFICE : [illegible] TEL. [illegible] FAX [illegible]
CORPORATE OFFICE : [illegible] TEL. [illegible] FAX [illegible]
Email-id : [illegible] Website : [illegible] CIN : [illegible]

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MANISHA [illegible] COLLEGE

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11. While serving the Company the Employee shall give and devote whole of his/her work day exclusively to his/her duties with the Company and during the period of this Agreement shall not engage in/indirectly directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee acknowledges and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) voucher, books, documents, papers, notes, shares, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, circulars, circulars and other papers, documents, effects, and articles of any nature whatsoever relating to the Company's business which shall come in to the Employees possession in the course of his/her employment or otherwise shall be the absolute property of the Company, and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or hereafter used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or used in competition now or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of this Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) [illegible] FAX : (91-22) [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BEHIND D.R. BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
E-Mail : [illegible] Website : [illegible] CIN : [illegible]

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14. In closing the currency of this Agreement, the Employee either alone or jointly with any other person or persons in partnership, or not, nor persons or persons are employed in the service of the Company) conducts any experiment, tests or work or solution to any process or improvement or discovery and shall with experiments, tests or work are so complete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulas and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise to the Employee if

16. Any act of dishonesty, disobedience, insubordination, incivility, intemperance, negligence or other misconduct or neglect of duty or incompetence on the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

17. The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

18. The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

19. For purpose of sub-clause (v) hereof, the Company's opinion as to whether any of the events mentioned herein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

20. During employment with the Company the Company will be entitled to terminate the Employee's services without assigning any reasons, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give to the Company 90 Days' notice in writing or 90 Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee at his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

21. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more clarifications.

22. It is expressly agreed by and between the parties hereto that :

(i) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waiver by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

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[illegible] any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee whether committed before or at the time of the termination of the Employee's employment hereunder.

18. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

19. The Employee shall not at any time, after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly:

(i) represent himself/herself as being in any way connected with or interested in the business of the Company; or

(ii) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company;

(iii) either on his/her own account or for any person, firm or company solicit, interfere with or endeavour to entice away from the Company any Employee of the Company;

(iv) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

20. The employee shall unless the Company otherwise notifies his/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

21. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address.

REGISTERED OFFICE: BOMBAY HOUSE, 24 HOMI MODY STREET, MUMBAI - 400 001. TEL.: [illegible] FAX: [illegible]
CORPORATE OFFICE: TRENT HOUSE, G-BLOCK, PLOT NO. C-61, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: [illegible] FAX: [illegible]
Email id: [illegible] Website: www.trentlimited.com CIN: [illegible]

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

TRENT
LIMITED
A TATA Enterprise

IN WITNESS WHEREOF, the parties hereto have executed these present the day and year first above written.

SIGNED AND DELIVERED,
For and on behalf of by the within named
For Trent Limited

Mr Ajay Menon

Authorised Signatory

Rachana Maity

(Ms.Rachana Maity)

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-38, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
E-mail id : [illegible] Website : [illegible] CIN : [illegible]

ATTESTED
PRINCIPAL
MANDSHADAL RAI COLLEGE

TRENT LIMITED
A TATA Enterprise

Ref: TRE/Lan/002409995

13/11/2023

Mr. Nisha Halder
Gopalpur, Purulya, Gouranghi, West Bengal

Dear Mr. Nisha Halder,

Sub: Appointment as Sales Associate Emp.No: 94616

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Operation to be located at 7106-Kolkata-West Bengal, on the following terms and conditions. Please refer Annexure I, for detailed information regarding your per month/per annum emoluments.

Statutory deductions, as applicable, would be effected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services 13/11/2023 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you 90 days' notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will give the Company 90 days' notice in writing or pay 90 days salary in lieu of notice.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail BUQPN8261Q and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company on attaining the age of 58 years.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) 6665 8282 FAX : (91-22) 2204 2081
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, FLOOR NO. G-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (E) MUMBAI - 400 051. TEL : (91-22) 6700 9000 FAX : (91-22) 6700 9088
Email id : [illegible] Website : www.trentweb.com CIN : [illegible]

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5. Your current location for day-to-day work will be at Z196 Kolkata-West Bengal; However, your services are liable to be transferred one post to another, from one department to another, from one store to another store and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulation, service conditions and benefits as applicable in the department, store and the city where you are posted.

6. It shall be your sole responsibility to get yourself relieved from existing employment if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your present employer may make against you or liabilities arising therefrom.

7. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

8. You will observe a six-day working week.

9. You are allotted Employee No.91453 and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

10. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

11. You will abide by HR policies which may be amended from time to time.

12. You will abide by POSH policies (Prevention of sexual harassment Policy) which may be amended from time to time.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) [illegible] FAX : (91-22) [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

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The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

Please acknowledge the terms and conditions as token of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct)

Thanking You,
For Trent Limited

Mr. Ajay Menon
Authorized Signatory

Encl. CTC Statement

I have read the above terms and Conditions and I accept the same

Nisha Halder
(Ms.Nisha Halder)

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
Email id : [illegible] Website : www.trentlimited.com CIN : L[illegible]

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ANNEXURE I : Compensation FY 2023 – 24

Name	Ms.Hisha Halder
Emp Code	91659
Location code	Z190
Location	Z190-Kolkata-West Bengal
Qualification	EDU
Date of Joining	13/11/2023
Date of Birth	07/09/2003

Statement Showing Existing Emoluments

Salary Components	INR
Basic	10,753
House Rent Allowance	538
Educational Allowance	0
Additional Allowance(if applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	0
Gross Earning	11,301
Employee State Insurance Corporation (ESIC)	367
Providers Fund	1,292
Employee Deposit Linked Scheme (EDLI)	53
TOTAL CTC	13,013
Gratuity	518
Mediclaim	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,531
Annual Grand CTC	162,381.72

Remarks

Subject to change as per the new Laws applicable by the Government from 1st April 2021
Payment of Gratuity will be generated as per the provisions of the Payment of Gratuity Act, at the time of separation
Your compensation is subject to tax deductions as per the Indian Income Tax rules. The said components are discretionary and will be effected only if opted by the employee

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: (91-22) 6666 8282 FAX : (91-22) 2284 2081

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: (91-22) 6700 5000 FAX : (91-22) 6700 6100
Email id - [illegible] Website - www.trentlimited.com CIN - L24240MH1952PLC008001

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SERVICE AGREEMENT

AN AGREEMENT, made this 13/11/2023 BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street,Mumbai 400001 and Corporate Office at Trent Hosse, G Block, Plot No. C38, Bandra Citibank, Bandra Kurla Complex, Bandra (E ind), Mumbai 400 051 (hereinafter called "the Company" which expression shall include the successors and assignees of the Company) of the ONE PART AND

Ms.Nisha Haldar
(Here in after called "the Employee") of the OTHER PART

WHEREBY IT IS AGREED as follows

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 13/11/2023 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. The service of the Employee are liable to be terminated by giving 90 days' notice in writing by either party to the other party or by surrendering 90 day's salary in lieu of notice.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also execute all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Conditions/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if so required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

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6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other impositions, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's scheme/rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company, submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall –

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof;

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require;

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working, processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be, an associate or a subsidiary of the Company;

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(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require;

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company;

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company;

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge;

(i) not, during his/her employment with the Company, wilfully waste, spoil, embezzle, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession;

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company;

(k) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries;

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001 TEL : [illegible] FAX : [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, DEVISE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL. : [illegible] FAX : [illegible]
Email id : [illegible] Website : www.trentlimited.com CIN : [illegible]

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11. While serving the Company the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) voucher, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, readers, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come in to the Employees possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or hereafter used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : [illegible] FAX : [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : [illegible] FAX : [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

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14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employee) in the service of the Company) conducts any experiment, tests or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulate and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of :

a) Any act of dishonesty, disobedience, insubordination, uncivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

c) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

d) For purpose of sub-clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. During employment with the Company the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give to the Company 90 Days' notice in writing or 90 Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

17. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more information.

18. It is expressly agreed by and between the parties hereto that –

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waive by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

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(c) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee, whether committed before or at the time of the termination of the Employee's employment hereunder.

18. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/records of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

19. The Employee shall not at any time, after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly:

(a) represent himself/herself as being in any way connected with or interested in the business of the Company, or

(b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company.

(c) either on his/her own account or for any person, firm or company solicit, interfere with or endeavour to entice away from the Company any Employee of the Company.

(d) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

20. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

21. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following addresses, unless either of them has notified the other in writing a change in address.

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IN WITNESS WHEREOF, the parties hereto have executed these present the day and year first above written.

SIGNED AND DELIVERED,
For and on behalf of by the within named
For Trent Limited

Mr.Ajay Menon

Authorised Signatory

Nisha Holder

(Ms.Nisha Holder)

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) 6650 6202 FAX : 91-22) 2204 2061
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) 6705 9000 FAX : (91-22) 6705 9100
Email id - secretarial@trent-tata.com Website - www.trentlimited.com CIN : L24243MH1952PLC009644

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1. Trent Limited
Trent House, G Block,
Plot No. C60, Bandra Kurla
Bandra Kurla Complex, Bandra (E)MS
Mumbai - 400051

2. Nisha Halder
Gopalpur, Purulya, Goverangdih, West Bengal
Purulya
West Bengal
India

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter

23. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India, that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

24. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

25. The Employee shall abide and conduct him/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her

26. The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there-in

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Corporate Office, No 73/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevpura, Whitefield Main Road, Bengaluru - 560048
Tel +91 -80-68407000

Date: 06 / 03 / 2024

Dear PRIYANKA BAURI
Address: Kolkata

Thank you for showing interest in joining our organization.

Based on the job application and the initial representations, we are interested in taking your candidature forward for deputation with one of our clients. We would like to inform you that the hiring process can sometimes take more time than anticipated and ensure you that your application is still active and under consideration.

While we are in the process of evaluating all candidates thoroughly, we want you to know that your candidacy remains a priority for us. We are dedicated to making sure we select the best fit for the role and the team, which requires a more comprehensive assessment.

The location of the job along with other benefits will be communicated to you shortly. The final offer will be subject to clearance of assessment test, UAN clearance and scrutiny of relevant documents. This Letter does not guarantee any employment.

As part of the selection process, you are required to hand over the mandatory documents listed below to our representative.

- Copy of Aadhaar Card (both sides) & details in the same has to be matching with your SSLC / Xth marks card.
- Copy of Bank Passbook or copy of cancelled cheque (with your name, bank account number, and IFSC clearly printed)
- Copy of SSLC / Xth marks card and highest education qualification certificate
- Police Verification Certificate
- Covid Vaccination Certificate (2 doses)

We are anticipating finalizing the selection process within the next few weeks. In the meantime, please feel free to reach out to our Recruiters (Name) Anurag Kumar (Mobile No) 9798374373 if you have any questions or if there have been any changes to your availability or contact information.

Please note: Adecco or representatives of Adecco does not solicit gifts or money in any kind, hence any claims of this sort will not be entertained.

With Warm Regards,

Anurag Kumar

(Recruiter)
Authorised Signatory

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I hereby accept the above-mentioned terms and conditions.

Name: Priyanka Bauri Signature: Priyanka Bauri Date: 21-12-2024

Adecco India Private Limited
73/1, 13th Floor, Summit B, Brigade Metropolis, Garudacharpalya,
Mahadevapura, Whitefield Main Road, Bengaluru - 560 048, India.
Tel : +91 80 - 68407000 | Adecco.co.in | CIN : U72900KA1999PTC051999

[redacted]

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Adecco

Corporate Office, No 73/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevapura, Whitefield Main Road, Bengaluru - 560048
Tel +91 -80-68407000

Date: 04 / 03 / 2024

Dear SOMA MAITY PATRA
Address:Raikara

Thank you for showing interest in joining our organization.

Based on the job application and the initial representations, we are interested in taking your candidature forward for deputation with one of our clients. We would like to inform you that the hiring process can sometimes take more time than anticipated and assure you that your application is still active and under consideration.

While we are in the process of evaluating all candidates thoroughly, we want you to know that your candidacy remains a priority for us. We are dedicated to making sure we select the best fit for the role and the team, which requires a more comprehensive assessment.

The location of the job along with other benefits will be communicated to you shortly. The final offer will be subject to clearance of assessment test, UAN clearance and scrutiny of relevant documents. This Letter does not guarantee any employment.

As part of the selection process, you are required to hand over the mandatory documents listed below to our representatives.

- Copy of Aadhaar Card (both sides) & details in the name box to be matching with your SSLC / Xth marks card
- Copy of Bank Passbook or copy of cancelled cheque (with your name, bank account number, and IFSC clearly printed)
- Copy of SSLC / Xth marks card and highest education qualification certificate
- Police Verification Certificate
- Covid Vaccination Certificate (2 doses)

We are anticipating finalizing the selection process within the next few weeks. In the meantime, please feel free to reach out to our Recruiter (Name) Anurag Kumar (Mobile No) 9708274275 if you have any questions or if there have been any changes to your availability or contact information.

Please note: Adecco or representatives of Adecco does not solicit gifts or money in any kind, hence any claims of this sort will not be entertained.

With Warm Regards,

Anurag Kumar
(Recruiter)
Authorized Signatory

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I hereby accept the above-mentioned terms and conditions.

Name: Soma Maity Patra Signature: Soma Maity Patra Date: 01/03/24

TRENT LIMITED
A TATA Enterprise

Ref: TEIR/MAR/2024/1292

Date: 01/03/2024

Ms Ranita Bera
MADANMOHANPUR,PATASHPUR,PURBA MEDINIPUR

Dear Ranita Bera

Sub: Appointment as Sales Associate Emp No 12921

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Operation to be located at 2064-Kolkata-West Bengal, on the following terms and conditions. Please refer Annexure I, for detailed information regarding your per month/per annum emolument.

Statutory deductions, as applicable, would be affected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services 01/03/2024 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you 90 days' notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will give the Company 90 days' notice in writing or pay 90 days salary in lieu of notice.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail HBCPB5786F and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company on attaining the age of 58 years.

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5. Your current location for day-to-day work will be at 2064-Kolkata-West Bengal. However, your services are liable to be transferred vide post to another, from one department to another, from one store to another store and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulation, service conditions and benefits as applicable in the department, store and the city where you are posted.

6. It shall be your sole responsibility to get yourself relieved from existing employment, if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your present employer may make against you or liabilities arising therefrom.

7. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

8. You will observe a six-day working week.

9. You are allotted Employee No.2042 and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

10. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

11. You will abide by HR policies which may be amended from time to time.

12. You will abide by POSH policies (Prevention of sexual harassment Policy) which may be amended from time to time.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL. [illegible] FAX : [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-62, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL. : [illegible] FAX : [illegible]
Email : [illegible] Website : [illegible] CIN : [illegible]

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The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned herein.

Please acknowledge the terms and conditions as token of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct)

Thanking You,
For Trent Limited

Mr. Ajay Menon
Authorized Signatory

Encl: CTC Statement

I have read the above terms and Conditions and I accept the same

(Ranita Bara)
Ranita Bara

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : [illegible] FAX : [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : [illegible] FAX : [illegible]
Email : [illegible] Website : [illegible] CIN : [illegible]

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ANNEXURE I : Compensation FY 2023 – 24

Name	Ranita Bera
Emp Code	12921
Location code	2564
Location	2564-Kolkata-West Bengal
Qualification	BDU
Date of Joining	01/03/2024
Date of Birth	15/08/2003

Statement Showing Existing Emoluments

Salary Components	INR
Basic	10,765
House Rent Allowance	538
Educational Allowance	0
Additional Allowance(if applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	0
Gross Earning	11,301
Employee State Insurance Corporation (ESIC)	387
Provident Fund	1,292
Employee Deposit Linked Scheme (EDLI)	53
TOTAL CTC	13,013
Gratuity	518
Medi claim	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,531
Annual Grand CTC	162,381.72

Notes:

[illegible]

REGISTERED OFFICE : [illegible]
CORPORATE OFFICE : [illegible]

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SERVICE AGREEMENT

AN AGREEMENT, made this 01/03/2024BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street, Mumbai-400001 and Corporate Office at Trent House, G Block, Plot No. C60, Beside Citibank, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 (hereinafter called 'the Company' which expression shall include the successors and assignees of the Company) of the ONE PART AND

Ms Priyanka Hanvade
(Here in after called "the Employee") of the OTHER PART

WHEREBY IT IS AGREED as follows:

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 01/03/2024 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. The service of the Employee are liable to be terminated by giving 90 days' notice in writing by either party to the other party or by surrendering 90 day's salary in lieu of notice.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also execute all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Condition/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if so required by the Company undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

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6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other impositions, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's scheme/rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company, submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall –

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey, and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof;

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require;

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be an associate or a subsidiary of the Company;

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(e) during the continuance of his/her employment hereunder give to the Company all such explanations information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require.

(f) not, without the express consent of the Company in writing pledge the credit of the Company or enter into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company.

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company shall forthwith hand over the same to the Company.

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge.

(i) not, during his/her employment with the Company, wilfully waste, spoil, embezzle or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge or which has otherwise come into his/her possession.

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company.

(k) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL. (91-22) 6650 5252 FAX (91-22) 2204 2001

CORPORATE OFFICE : TRENT HOUSE, G BLOCK, PLOT NO. C-60, BEHIND CITI BANK, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL. (91-22) 6700 5000 FAX. (91-22) 6700 5100
Email : [illegible] Website : [illegible] CIN : [illegible]

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11. While serving the Company the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property (including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) voucher, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, readers, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come to in the Employees possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or hereafter used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect.

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400001 TEL. [illegible] FAX : [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BEHIND CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400051 TEL. 91-22-6705 9000 FAX 91-22-6704 [illegible]
Email : [illegible] Website : www.trentlimited.com CIN : L52399MH1952PLC008951

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14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) conducts any experiment, tests or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulate and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of :

a) Any act of dishonesty, disobedience, insubordination, unchility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

c) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

d) For purpose of sub-clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. During employment with the Company the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give to the Company 90 Days' notice in writing or 90 Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

17. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more information.

18. It is expressly agreed by and between the parties hereto that –

a) any indulgence granted or forbearance shown, by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waive by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL. : (91-22) 6665 8282 FAX : (91-22) 2284 0891

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BEHIND CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL. : (91-22) 6705 9000 FAX : (91-22) 6705 9100
Email : [illegible] Website : [illegible] CIN : [illegible]

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b) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee, whether committed before or at the time of the termination of the Employee's employment hereunder.

19. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

20. The Employee shall not at any time, after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly,

a) represent himself/herself as being in any way connected with or interested in the business of the Company, or

b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company.

c) either on his/her own account or for any person, firm or company solicit, interfere with or endeavour to entice away from the Company any Employee of the Company.

d) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

21. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

22. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: [illegible] FAX: [illegible]

COMPANY OFFICE : TRENT HOUSE, G BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: [illegible]
Email id - [illegible] Website - [illegible] CIN: [illegible]

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MAHISHADAL RAJ COLLEGE

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1. Trent Limited

Trent House, G Block,

Plot No. C60, Bandra Kurla

Bandra Kurla Complex, Bandra (East)

Mumbai - 400051

2. Ranita Bera

MADANMOHANPUR PATASPUR PURBA MEDINIPUR

PURBA MEDINIPUR

West Bengal

India

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter.

23. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India, that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

24. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

25. The Employee shall abide and conduct himself/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her.

26. The Woman employees would be governed by "The Maternity Benefit Act, 1961" as amended upto date and they shall also be entitled to the benefits mentioned herein.

ATTESTED

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MANSHADAL NAI COLLEGE

TRENT

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IN WITNESS WHEREOF, the parties hereto have executed these present the day and year first above written

SIGNED AND DELIVERED
For and on behalf of by the within named
For Trent Limited

Mr Ajay Manor

Authorised Signatory

Ranita Bera

Ranita Bera

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - [illegible] TEL. [illegible] FAX. [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-38, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - [illegible] TEL. 91-22-[illegible] FAX. 91-22-[illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

baazar

METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
CIN-U74900WB2009PTC135817

METRO RETAIL PVT. LTD.

Date: 01/03/2014

JOINING GUIDELINES

To,
Dear, Mr./Mrs./Ms. APARNA MAHATO
With reference to your subsequent interview with us, we are pleased to offer you a post of RETAIL SALES ASSOCIATE in our organization Metro Retail Pvt. Ltd.

Points to be understood and signed:

1. Your Gross Monthly salary will be Rs 5000.00 per month.
2. Your date of reporting will be 01/03/2014
3. Your Reporting location will be HOWRAH but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party giving 15 (Fifteen) days' notice or 15 (Fifteen) days Gross Salary, in lieu thereof.
4. During the course of the service, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration.
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (if any) / Voter Card / PAN Card / Blood Group /2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID card and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine" wherein both in & out punch is mandatory.
8. You are required to submit the leave application for any absent/leave in hard copy apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without information for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will not be entitled for PL credit in your account. You will be entitled for CL & SL after 6 months of your joining on pro rata basis.

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MAHISHADAL RAJ COLLEGE

ATTESTED

PRINCIPAL

METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
C I N U74900WB2009PTC135617

10. You will have to submit the Mobile phone during the duty hours with the store mgt. & you will have to perform duties as per Store Shift schedule.
11. You will be eligible for staff discounts only after 3 months from your joining date on a day fixed by management from time to time.
12. Your Resignation letter need to be submitted in Hard copy, which is mandatory.
13. You will be eligible for the appointment letter post probation period.
14. You have to deposit your Staff uniform and Id Card to the Store Manager at the time of resigning from the job, otherwise an amount of Rs.300/200 will be deducted from your salary.
15. You are required to update the store manager for any changes in your personal details. (Like change in Name / Mobile No. / Address / Marital Status) through a new enrollment Form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The quantum and timings of future increments or promotion shall be based, among other things and Circumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your services and you will not be entitled to any further remuneration whatsoever from the date of such termination of service. If at any time in management's 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 company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Metro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sincerely,
For Metro Retail Pvt. Ltd.

Manager

I have read the terms and conditions of the offer and unconditionally accept the same.

Signature: Aparna Mahato
Date: 01/03/2024

TRENT

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Ref: TRE/Jan 2024/9451

Date:01.03.2024

Mahitosh Pramanik

GARHKAMALPUR CT:VAHISHADAL PURBA MEDINIPUR

Dear Mahitosh Pramanik

Sub: Appointment as Sales Associate Emp No: 9451

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Operation to be located at 2064-Kolkata-West Bengal, on the following terms and conditions. Please refer Annexure 1, for detailed information regarding your per month/per annum emoluments.

Statutory deductions, as applicable, would be effected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services 01.03.2024 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you 90 days' notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will give the Company 90 days' notice in writing or pay 90 days salary in lieu of notice.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail (BPP4172H) and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company on attaining the age of 58 years.

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

TRENT

A TATA Enterprise

[illegible] Kolkata West Bengal. However, your services are liable to be transferred one town to another, from one store to another store and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulations, service conditions and benefits as applicable in the department, store and the city where you are posted.

5. It shall be your sole responsibility to get you self relieved from existing employment if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your present employer may make against us or liabilities arising therefrom.

6. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into. In addition, you will conform to the Service Rules of the Company, as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

7. You will observe a two-year working week.

8. You are assigned Employee No. [illegible] and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

9. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

10. You will abide by HR policies which may be amended from time to time.

11. You will abide by POSH policies (Prevention of Sexual Harassment Policy) which may be amended from time to time.

We welcome you to our Organisation and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

REGISTERED OFFICE: [illegible]

CORRESPONDENCE OFFICE: [illegible]

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The Women employees would be governed by The Maternity Benefit Act 1961 as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

Please acknowledge the terms and conditions as token of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct).

Thanking You
For Trent Limited

Mr. Ajay Menon
Authorized Signatory

Encl. CTC Statement

I have read the above terms and Conditions and I accept the same.

Mahilash Pramanik
(Mahilash Pramanik)

ATTESTED

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MAHISHADAL RAJ COLLEGE

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ANNEXURE I : Compensation FY 2023 - 24

Name	Mahtosh Pramanik
Emp Code	9461
Location code	2064
Location	2064-Kolkata-West Bengal
Qualification	EDU
Date of Joining	01.03.2024
Date of Birth	03/03/2002

Statement Showing Existing Emoluments

Salary Components	INR
Basic	10,763
House Rent Allowance	538
Educational Allowance	0
Additional Allowance(if applicable)	0
Leave Travel Allowance	0
Conveyance Allowance	0
Consolidated Allowance	0
Gross Earning	11,301
Employee State Insurance Corporation (ESIC)	367
Provident Fund	1,292
Employee Deposit Linked Scheme (EDLI)	53
TOTAL CTC	13,013
Gratuity	518
Mediclaim	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,531
Annual Grand CTC	162,381.72

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

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SERVICE AGREEMENT

AN AGREEMENT made this 26.12.2023 BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street Mumbai-400001 and Corporate Office at Trent House, G Block, Plot No C60, Bandra Kurla Complex, Bandra (East) Mumbai-400 051 (hereinafter called "the Company" which expression shall include the successors and assignees of the Company) of the ONE PART AND

Mr. Ujjwal Bhowmick

(hereinafter called "the Employee") of the OTHER PART.

WHEREBY IT IS AGREED as follows

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 26.12.2023 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. The service of the Employee are liable to be terminated by giving 30 days' notice in writing by either party to the other party or by surrendering 30 day's salary in lieu of notice.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also execute all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Condition Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if so required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

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6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other impositions, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's scheme/rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company, submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall –

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof.

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require.

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or whether any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, connections, customers, methods or working processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be, an associate or a subsidiary of the Company.

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PRINCIPAL
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(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require;

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company;

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits, presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company;

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge;

(i) not, during his/her employment with the Company, wilfully waste, spoil, embezzle, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession;

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company;

(k) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries.

ATTESTED

PRINCIPAL
MADHAVRAO NAI COLLEGE

TRENT

A TATA Enterprise

11. While serving the Company the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of this Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company, in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) voucher, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company) sketches, designs, plans, samples, goods, market data, catalogues, readers, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come in to the Employees possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or hereafter used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement, process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

REGISTERED OFFICE : [illegible]

CORPORATE OFFICE : [illegible]

14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) conducts any experiment, tests or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose full to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulae and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of:

a) Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

c) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

d) For purpose of sub-clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. During employment with the Company, the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give to the Company 90 Days' notice in writing or 90 Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

17. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more information.

18. It is expressly agreed by and between the parties hereto that –

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waiver by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

TRENT

A TATA [illegible]

b) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee whether committed before or at the time of the termination of the Employee's employment hereunder.

19. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

20. The Employee shall not at any time, after the termination of this Agreement for whatever cause either personally or by his agent, directly or indirectly:

a) represent himself/herself as being in any way connected with or interested in the business of the Company; or

b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company;

c) either on his/her own account or for any person, firm or company, solicit, interfere with or endeavour to entice away from the Company any Employee of the Company;

d) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

21. The employee shall, unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

22. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address.

ATTESTED

[illegible]

TRENT

A TATA Enterprise

IN WITNESS WHEREOF the parties hereto have executed these present the day and year first above written

SIGNED AND DELIVERED
For and on behalf of by the within named
For Trent Limited

Mr Ajay Menon

Authorised Signatory

Mahesh Pramanik

(Mahesh Pramanik)

REGISTERED OFFICE: BOMBAY HOUSE, 24, HOMI MODI STREET, MAHAVIR [illegible]

CORPORATE OFFICE: [illegible]

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

TRENT

A TATA Enterprise

1. Trent Limited

Trent House G Block

Plot No C63, Bandra Colony

Bandra Kurla Complex, Bandra (East)

Mumbai - 400051

2. Mahitosh Pramanik

Gangramalpur Mahishadal Purba Medinipur

Purba Medinipur

West Bengal

India

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter.

23. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India, that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

24. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

25. The Employee shall abide and conduct himself/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her.

26. The Women employees would be governed by The Maternity Benefit Act, 1961 as amended up-to date and they shall also be entitled to the benefits mentioned therein.

REGISTERED OFFICE [illegible]

CORPORATE OFFICE [illegible]

ATTESTED

PRINCIPAL
MAHISHADAL RAI COLLEGE

MAHISHADAL RAI COLLEGE

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Adecco

Corporate Office, No 73/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevpura, Whitefield Main Road, Bengaluru – 560048
Tel +91 -80-68407000

Date: 01 / 05 / 2024

Dear KHUKUMONI MUKHERJEE
Address: Kolkata

Thank you for showing interest in joining our organization.

Based on the job application and the initial representations, we are interested in taking your candidature forward for deputation with one of our clients. We would like to inform you that the hiring process can sometimes take more time than anticipated and assure you that your application is still active and under consideration.

While we are in the process of evaluating all candidates thoroughly, we want you to know that your candidacy remains a priority for us. We are dedicated to making sure we select the best fit for the role and the team, which requires a more comprehensive assessment.

The location of the job along with other benefits will be communicated to you shortly. The final offer will be subject to clearance of assessment test, UAN clearance and scrutiny of relevant documents. This Letter does not guarantee any employment.

As part of the selection process, you are required to hand over the mandatory documents listed below to our representative.

- Copy of Aadhaar Card (both sides) & details in the same has to be matching with your SSLC / Xth marks card.
- Copy of Bank Passbook or copy of cancelled cheque (with your name, bank account number, and IFSC clearly printed)
- Copy of SSLC / Xth marks card and highest education qualification certificate
- Police Verification Certificate
- Covid Vaccination Certificate (2 doses)

We are anticipating finalizing the selection process within the next few weeks. In the meantime, please feel free to reach out to our Recruiters (Name) Anurag Kumar (Mobile No) 9798214275 if you have any questions or if there have been any changes to your availability or contact information.

Please note: Adecco or representatives of Adecco does not solicit gifts or money in any kind, hence any claims of this sort will not be entertained.

With Warm Regards,

Anurag Kumar

(Recruiter)
Authorised Signatory

ATTESTED
PRINCIPAL
MARISHADAL RAI COLLEGE

I hereby accept the above-mentioned terms and conditions.

Name: Khukumoni Mukherjee Signature: Khukumoni Mukherjee Date: 21/02/24

Adecco India Private Limited
73/1, 13th Floor, Summit B, Brigade Metropolis, Garudacharpalya,
Mahadevapura, Whitefield Main Road, Bengaluru - 560 048, India.
Tel : +91 80 - 68407000 | Adecco.co.in | CIN : U12900KA1999PTC051999

Adecco

7L

Corporate Office, No 73/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevapura, Whitefield Main Road, Bengaluru – 560048
Tel +91-80-68407000

Date: 01 / 03 / 2024

Dear HENA BAURI
Address: Kolkata

Thank you for showing interest in joining our organization.

Based on the job application and the initial representation, we are interested in taking your candidature forward for deputation with one of our clients. We would like to inform you that the hiring process can sometimes take more time than anticipated and ensure you that your application is still active and under consideration.

While we are in the process of evaluating all candidates thoroughly, we want you to know that your candidacy remains a priority for us. We are dedicated to making sure we select the best fit for the role and the team, which requires a more comprehensive assessment.

The location of the job along with other benefits will be communicated to you shortly. The final offer will be subject to clearance of assessment test, UAN clearance and scrutiny of relevant documents. This Letter does not guarantee any employment.

As part of the selection process, you are required to hand over the mandatory documents listed below to our representative.

- Copy of Aadhaar Card (both sides) & details in the same has to be matching with your SSLC / Xth marks card.
- Copy of Bank Passbook or copy of cancelled cheque (with your name, bank account number, and IFSC clearly printed)
- Copy of SSLC / Xth marks card and highest education qualification certificate
- Police Verification Certificate
- Covid Vaccination Certificate (2 doses)

We are anticipating finalizing the selection process within the next few weeks. In the meantime, please feel free to reach out to our Recruiters (Name) Anurag Kumar (Mobile No) 9598774775 if you have any questions or if there have been any changes to your availability or contact information.

Please note: Adecco or representatives of Adecco does not solicit gifts or money in any kind, hence any claims of this sort will not be entertained.

With Warm Regards,

Anurag Kumar

(Recruiter)
Authorized Signatory

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

I hereby accept the above-mentioned terms and conditions.

Name: Hena Bauri Signature: Hena Bauri Date: 21.02.2024

ASMCORPORATE SERVICESPVTLTD

www.asmcorporateservices.co

E-79,Sukantanagar,Salt Lake,Sector-Iv,Kolkata-700106

03333782943

asmcorporateservices@gmail.com

Mr.Koushik Acharya

S/O- Ashok Kumar Acharya

Add-Madhyahingli,Mahisadal

Purba Medinipur, 721628

July01, 2024

OFFER LETTER

Dear Koushik,

Thanks for your interest in our organization and working with us.
Withreferencetoourdiscussionandconsiderationofthesupportingdocumentsandotherinputsandour discussions, we are delighted to offer to you the position of **"Retail Sales Associate"** under **ASM CORPORATE SERVICES PVT.LTD.** Effective date of joining is **16.07.2024.**
We are sure that your association and untiring efforts will help us reach our objectives. Your terms of employment with us will be as per the terms and conditions set forth herein below:

- You will be paid a gross CTC of **Rs.13500/-** per month from the date of your reporting to the duty and others allowances applicable to you indicated in the enclosure. You will be deployed at our client location of **Big Basket, Chennai, Tamil Nadu.**
- You will be covered under necessary deductions towards your contributions (ESI/ PF/ PT) shall be done from the amount payable to you. The relevant taxes as applicable will also be deducted as per statutory rules.
- Nocompensationwillbeprovidedfromoursideincaseofanyunfortunateaccidentsduringdutyhours.
- Your appointment is being made on the basis of your particulars such as qualification, experiences etc, and in case of any information as given by you, found false or incorrect, your contractual appointment will deem to be void and liable for termination without any notice.
- This agreement commences will be discussed, and shall be in force for a period of 11 Months. On the expiry of the said term the agreement will be subject to renewal with mutual consent of the both parties.
- This agreement may be terminated hereto by giving fifteen days prior notice in writing. If the employee has failed and neglected to servethe15 days statutory notice,the employer has the liberty to hold/forfeit the pending salary, incentives, if any, and not issue the release letter there to and in this event the decision of the employer shall be final and bind the employee.
- KOLKATAcourtswillhavethejurisdictioninallmatterspertainingtothisemployment.

The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agreed to.

For**ASMCORPORATESERVICESPVT.LTD**

(Authorizedsignatory)

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules applicable to the employee of the employer from time to time.
I have read and understood the service rules of the employer and will abide by them.

AcceptanceSignature:

TRENT

A TATA UNIT ENTERPRISE

TRENT LIMITED
TRENT House, G-Block,
Plot No.C60, Bandra Kurla
Complex, Bandra (E)
Mumbai 400051

Pay Slip for July 2024

EmpNo	104914	Date of Birth	10-07-2003
Name	BISHNUPADA MANDAL	Basic Rate	10627
Department	210601	P.F. No	MH/44481/0030101/1091
Location Detail	[illegible]	E.S.I. No	41136119454
Bank Name	Axis Bank	PAN	HDXXXXX563F
Bank A/c No.	93XXXXXXXXXXX362	Aadhaar Card No	23XXXXXXX6335
Date of Joining	17-06-2024	Uan No.	101208149941
Group DOJ	17-06-2024	Designation	SALES ASSOCIATE
Special Days	Holiday Days 1.00		
Attendance	PD 31.00 ABL 0.00 OT 0.00 LWP 0.00		

Earnings	Current Month	Year To Date Earnings	Deductions	Current Month	Year To Date Deductions
Basic	10,627.00	15,940.00	Provident Fund	1,276.00	1,905.00
House Rent Allowance	681.00	763.00	Profession Tax	110.00	110.00
			E.S.I.C.	80.00	128.00
			Labour Welfare Fund	0.00	5.00
Total	11,308.00	16,473.00		1,466.00	2,148.00

Net Pay : Rs. 9,873.00 Rupees Nine Thousand Eight Hundred Seventy Three Only

This is a system generated payslip. Signature not required.

ATTESTED
PRINCIPAL
MAHESHWARI JAI COLLEGE

ASMCORPORATE SERVICESPVTLTD

www.asmcorporateservices.co
E-79,SukantaNagar,SaltLake,Sector-Iv,Kolkata-700106
03335762943
asmcorporateservices@gmail.com

Mr. Aritra Samanta

S/O- Subir Samanta

Add-Jagannathpur, Mahishadal

Purba Medinipur, 721628

July 01, 2024

OFFER LETTER

Dear Aritra,

Thanks for your interest in our organization and working with us.

With reference to our discussion and on consideration of the supporting documents and other inputs and our discussions, we are delighted to offer to you the position of **"Retail Sales Associate"** under **ASM CORPORATE SERVICES PVT.LTD.** Effective date of joining is **16.07.2024.**

We are sure that your association and untiring efforts will help us reach our objectives. Your terms of employment with us will be as per the terms and conditions set forth herein below:

- You will be paid a gross CTC of **Rs.13500/-** per month from the date of your reporting to the duty and others allowances applicable to you indicated in the enclosure. You will be deployed at our client location of **Big Basket, Chennai, Tamil Nadu.**
- You will be covered under necessary deductions towards your contributions (ESI/ PF/ PT) shall be done from the amount payable to you. The relevant taxes as applicable will also be deducted as per statutory rules.
- No compensation will be provided from our side in case of any unfortunate accidents during duty hours.
- Your appointment is being made on the basis of your particulars such as qualification, experiences etc, and in case of any information as given by you, found false or incorrect, your contractual appointment will deem to be void and liable for termination without any notice.
- This agreement commences will be discussed, and shall be in force for a period of 11 Months. On the expiry of the said term the agreement will be subject to renewal with mutual consent of the both parties.
- This agreement may be terminated hereto by giving fifteen days prior notice in writing. If the employee has failed and neglected to serve the 15 days statutory notice, the employer has the liberty to hold/forfeit the pending salary, incentives, if any, and not issue the release letter there to and in this event the decision of the employer shall be final and bind the employee.
- KOLKATA courts will have the jurisdiction in all matters pertaining to this employment.

The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agreed to.

For **ASM CORPORATE SERVICES PVT. LTD**

(Authorized Signatory)

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules applicable to the employee of the employer from time to time.

I have read and understood the service rules of the employer and will abide by them.

Acceptance Signature:

ASMCORPORATE SERVICESPVTLTD

www.asmcorporateservices.co
E-79,SukantaNagar,SaltLake,Sector-1s,Kolkata-700106
03335702943
asmcorporateservices@gmail.com

Mr. Saikat Jana

S/O-Kanailal Jana

Add-Purbasrirampur,Mahishadal

Purba Medinipur, 721603

July01,2024

OFFER LETTER

Dear Saikat,

Thanks for your interest in our organization and working with us.
Withreferencetooordiscussionandonconsiderationofthesupportingdocumentsandotherinputsandour discussions, we are delighted to offer to you the position of **"Retail Sales Associate"** under **ASM CORPORATE SERVICES PVT.LTD.** Effective date of joining is **16.07.2024.**
We are sure that your association and untiring efforts will help us reach our objectives. Your terms of employment withus will be as per the terms and conditions set forth herein below:

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- Nocompensationwillbeprovidedfromoursideincasesofanyunfortunateaccidentsduringdutyhours.
- Your appointment is being made on thebasis ofyour particularssuch as qualification, experiencesetc, and in causeof any information as given by you, found false or incorrect, your contractual appointment will deem to be void and liable for termination without any notice.
- This agreement commences will be discussed, and shall be in force for a period of 11 Months. On the expiry of the said term the agreement will be subject to renewal with mutual consent of the both parties.
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- KOLKATAcourtswillhavethejurisdictionintallmatterspertainingtothisemployment.

The agreement willbe terminatedonexpiry ofthe period of engagement as stipulated, unless otherwisemutually agreed to.

For**ASMCORPORATESERVICESPVT.LTD**

(Authorised Signatory)

Declaration

Iaccepttheappointmentontheterms&Conditionscontainedinthisletterandotherconditionsandservicerules applicable to the employee of the employer from time to time.
Ihavereadandunderstoodtheservicerulesoftheemployerandwillabidebythem.

AcceptanceSignature:

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

ASMCORPORATE SERVICESPVTTD
www.asmcorporateservices.co 03315612347
E-79,Sukantabagh,Salkia,Howrah-711106,Kolkata-700106 asmcorporateservices@gmail.com

Ms. Sakuntala Baskey
D/O-Shital Baskey
Add-Bonra, Neturia
Purulia 723121

July 23, 2024

Dear Sakuntala,

APPOINTMENT LETTER

Thanks for your interest in our organization and working with us.
With reference to our discussion and on consideration of the supporting documents and other inputs and our Discussions, we are delighted to offer to you the position of **"Retail Sales Associate"** under **ASM CORPORATE SERVICES PVT. LTD.** Effective date of joining is **05.08.2024.**
We are sure that your association and untiring efforts will help us reach our objectives. Your terms of employment with us will be as per the terms and conditions set forth herein below:

- You will be paid a gross CTC of **Rs.13000/-**per month from the date of your reporting to the duty and others allowances applicable to
  You indicated in the enclosure. You will be deployed a tour client location of **Emerald Jewel Industry India Ltd.** At their **Mettupalayam Road, Rakki Palayambivu, Nan Palaya(Post), Coimbatore-641031.**
- You will be covered under necessary deductions towards your contributions (ESI/ PF/ PT) shall be done from the amount payable to you. The relevant taxes as applicable will also be deducted as per statutory rules.
- No compensation will be provided from our side in case of any unfortunate accidents during duty hours.
- Your appointment is being made on the basis of your particulars such as qualification, experiences etc, and in case of any information as given by you, found false or incorrect, your contractual appointment will deem to be void and liable for termination without any notice.
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- KOLKATA courts will have the jurisdiction in all matters pertaining to this employment.
  The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agreed to.

For **ASM CORPORATE SERVICES PVT. LTD**

(Authorized Signatory)

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules applicable to the employee of the employer from time to time.
I have read and understood the service rules of the employer and will abide by them.

Sakuntala Baskey
Acceptance Signature:

ASMCORPORATE SERVICESPVTTD

www.asmcorporateservices.co 9339782943

E-79,Sukantanagar,Salt Lake,Sector-V,Kolkata-700108 asmcorporateservices@gmail.com

July 23, 2024

Ms.Jamuna Murmu

D/O-Lt. Magaram Murmu

Add-Murulia, Santuri

Purulia 723121

APPOINTMENT LETTER

Dear Jamuna,

Thanks for your interest in our organisation and working with us.

With reference to our discussion and on consideration of the supporting documents and other inputs and our Discussions, we are delighted to offer to you the position of "Retail Sales Associate" under **ASM CORPORATE SERVICES PVT. LTD.** Effective date of joining is **05.08.2024.**

We are sure that your association and untiring efforts will help us reach our objectives. Your terms of employment with us will be as per the terms and conditions set forth herein below:

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  The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agreed to.

For **ASM CORPORATE SERVICES PVT. LTD**

(Authorized Signatory)

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules applicable to the employee of the employer from time to time.

I have read and understood the service rules of the employer and will abide by them.

Jamuna Murmu

Acceptance Signature

ASMCORPORATE SERVICESPVTTD

www.asmcorporateservices.co [illegible] (033)[illegible]

[illegible] [illegible]@gmail.com

Ms. Pinki Tudu

D/O-Bijoy Tudu

Adé-Bhamuria, Neturia

Purulia 723121

July 23, 2024

Dear Pinki,

APPOINTMENT LETTER

Thanks for your interest in our organization and working with us.

With reference to our discussion and on consideration of the supporting documents and other inputs and our Discussions, we are delighted to offer to you the position of "Retail Sales Associate" under **ASM CORPORATE SERVICES PVT. LTD.** Effective date of joining is **05.08.2024.**

We are sure that your association and untiring efforts will help us reach our objectives. Your terms of employment with us will be as per the terms and conditions set forth herein below:

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- KOLKATA courts will have the jurisdiction in all matters pertaining to this employment.
- The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agreed to.

For ASM CORPORATE SERVICES PVT. LTD

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

(Authorized Signatory)

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules applicable to the employee of the employer from time to time.

I have read and understood the service rules of the employer and will abide by them.

Pinki Tudu

Acceptance Signature

ASMCORPORATE SERVICESPVTTD

www.asmcorporateservices.co.in
E-39, Salt Lake Sector-II, Kolkata-700091

Ms.Astami Murmu

D/O-Rabilal Murmu
Add-Guniara, Neturia
Purulia 723133

July 23, 2024

Dear Astami,

APPOINTMENT LETTER

Thanks for your interest in our organization and working with us.
With reference to our discussion and on consideration of the supporting documents and other inputs and our Discussions, we are delighted to offer to'you the position of **"Retail Sales Associate"** under **ASM CORPORATE SERVICES PVT. LTD.** Effective date of joining is **05.08.2024.**
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No compensation will be provided from our side in case of any unfortunate accidents during duty hours.
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KOLKATA courts will have the jurisdiction in all matters pertaining to this employment.
The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agreed to.

For **ASM CORPORATE SERVICES PVT. LTD**

(Authorised Signatory)

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules applicable to the employee of the employer from time to time.
I have read and understood the service rules of the employer and will abide by them.

Astami Murmu
Acceptance Signature

ASMCORPORATE SERVICESPVTTD

www.asmcorporateservices.co
D-79,Sukantanagar, Salt Lake Sector-V Kolkata-700091
asmcorporateservices@gmail.com

Ms. Sanchita Murmu
D/O-Rabilal Murmu
Add-Guntara, Neturia
Purulia 723121

July 23, 2024

Dear Sanchita,

APPOINTMENT LETTER

Thanks for your interest in our organization and working with us.
With reference to our discussion and on consideration of the supporting documents and other inputs and our Discussions, we are delighted to offer to you the position of **"Retail Sales Associate"** under **ASM CORPORATE SERVICES PVT. LTD.** Effective date of joining is **05.08.2024.**
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The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agreed to.

For **ASM CORPORATE SERVICES PVT. LTD**

(Authorized Signatory)

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules applicable to the employee of the employer from time to time.
I have read and understood the service rules of the employer and will abide by them.

Sanchita Murmu
Acceptance Signature

ASM CORPORATE SERVICES PVT LTD

www.asmcorporatehrservices.co [illegible]

[illegible] Kolkata [illegible] 700156 [illegible]

Mr.Sudip Bauri

S/O-Lakshman Bauri

Add-Madhukunda, Santuri

Purulia, 723121

July 23, 2024

Dear Sudip,

APPOINTMENT LETTER

Thanks for your interest in our organization and working with us.

With reference to our discussion and on consideration of the supporting documents and other inputs and our Discussions, we are delighted to offer to you the position of **"Retail Sales Associate"** under **ASM CORPORATE SERVICES PVT. LTD.** Effective date of joining is **05.08.2024.**

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The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agreed to.

For **ASM CORPORATE SERVICES PVT. LTD**

(Authorised Signatory)

ATTESTED

PRINCIPAL

MAHISHADAL RAJ COLLEGE

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules applicable to the employee of the employer from time to time.

I have read and understood the service rules of the employer and will abide by them.

Acceptance Signature: Sudip Bauri

ASMCORPORATE SERVICESPVTTD

www.asmcorporateservices.co.in
9-75 Swarnamayee Complex, Sector-V, Salt Lake, Kolkata
asmcorporateservices@gmail.com

July 21, 2024

Mr. Bidyut Maity
S/O-Sunajit Maity
Add-DemariHat, Tamluk
Purba Medinipur

APPOINTMENT LETTER

Dear Bidyut,

Thanks for your interest in our organization and working with us.
With reference to our discussion and on consideration of the supporting documents and other inputs and our Discussions, we are delighted to offer to you the position of **"Retail Sales Associate"** under **ASM CORPORATE SERVICES PVT. LTD.** Effective date of joining is **05.08.2024.**
We are sure that your association and untiring efforts will help us reach our objectives. Your terms of employment with us will be as per the terms and conditions set forth herein below:

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  The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agreed to.

For **ASM CORPORATE SERVICES PVT. LTD**

(Authorized Signatory)

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules applicable to the employee of the employer from time to time.
I have read and understood the service rules of the employer and will abide by them.

Acceptance Signature: Bidyut Maity

ASMCORPORATE SERVICESPVTTD

www.asmcorporateservices.co.in CESUONE

E-79, Suvarna Nagar, Sakleshpur Sector, Jaipur-302039 asmcorporateservices@gmail.com

July 23, 2024

r. Tanmoy Guria
O-Tapan Guria
ti Demari Hat, Tamluk
ntai Medinipur 721172

APPOINTMENT LETTER

ear Tanmoy,

anks for your interest in our organization and working with us.
ith reference to our discussion and on consideration of the supporting documents and other inputs and our
scussions, we are delighted to offer to you the position of **"Retail Sales Associate"** under **ASM CORPORATE SERVICES
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n.

or ASM CORPORATE SERVICES PVT. LTD

Authorised Signatory

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules
applicable to the employee of the employer from time to time.
I have read and understood the service rules of the employer and will abide by them.

Tanmoy Guria
Acceptance signature

ASMCORPORATE SERVICESPVTTD

Mr. Abhijit Hembram
S/O-Rupai Hembram
Add-Chorpahari, Raghunathpur
Purulia, 723121

July 23, 2024

Dear Abhijit,

APPOINTMENT LETTER

Thanks for your interest in our organization and working with us.
With reference to our discussion and on consideration of the supporting documents and other inputs and our Discussions, we are delighted to offer to you the position of **"Retail Sales Associate"** under **ASM CORPORATE SERVICES PVT. LTD.** Effective date of joining is **05.08.2024.**
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  The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agreed to.

For **ASM CORPORATE SERVICES PVT. LTD**

(Authorized Signatory)

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules applicable to the employee of the employer from time to time.
I have read and understood the service rules of the employer and will abide by them.

Acceptance Signature: Abhijit Hembram

ASMCORPORATE SERVICESPVTLTD

www.asmcorporateservices.co
E-79,Sukannahagar,Salt Lake,Sector-II,Kolkata-700106
03335762943
asmc rporateservices@gmail.com

Mr. Rimil Murmu

S/O- Ranjan Chandra Murmu

Add-Fuljhore, Barabazar

Purulia, 723127

July 01, 2024

OFFER LETTER

Dear Rimil,

Thanks for your interest in our organization and working with us.
With reference to our discussion and on consideration of the supporting documents and other inputs and our discussions, we are delighted to offer to you the position of "**Retail Sales Associate**" under **ASM CORPORATE SERVICES PVT.LTD.** Effective date of joining is **16.07.2024.**
We are sure that your association and untiring efforts will help us reach our objectives. Your terms of employment with us will be as per the terms and conditions set forth herein below:

- You will be paid a gross CTC of **Rs.13500/-** per month from the date of your reporting to the duty and others allowances applicable to you indicated in the enclosure. You will be deployed at our client location of **Big Basket, Chennai, Tamil Nadu.**
- You will be covered under necessary deductions towards your contributions (ESI/ PF/ PT) shall be done from the amount payable to you. The relevant taxes as applicable will also be deducted as per statutory rules.
- No compensation will be provided from our side in case of any unfortunate accidents during duty hours.
- Your appointment is being made on the basis of your particulars such as qualification, experiences etc, and in case of any information as given by you, found false or incorrect, your contractual appointment will deem to be void and liable for termination without any notice.
- This agreement commences will be discussed, and shall be in force for a period of 11 Months. On the expiry of the said term the agreement will be subject to renewal with mutual consent of the both parties.
- This agreement may be terminated hereto by giving fifteen days prior notice in writing. If the employee has failed and neglected to serve the 15 days statutory notice, the employer has the liberty to hold/forfeit the pending salary, incentives, if any, and not issue the release letter there to and in this event the decision of the employer shall be final and bind the employee.
- KOLKATA courts will have the jurisdiction in all matters pertaining to this employment.

The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agreed to.

For **ASM CORPORATE SERVICES PVT. LTD**

(Authorized Signatory)

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules applicable to the employee of the employer from time to time.
I have read and understood the service rules of the employer and will abide by them.

Acceptance Signature:

ATTESTED

PRINCIPAL
MANTHANDAL MAL COLLEGE

ASMCORPORATE SERVICESPVTTD

www.asmcorporateservices.co
6-7A, Kalamandir, Salt Lake, Sector-3, Kolkata, India
asmcorporateservices@gmail.com

Ms. Rita Tudu
D/O-Lt. Suresh Tudu
Add-Naragania, Neturia
Purulia 723133

July 23, 2024

Dear Rita,

APPOINTMENT LETTER

Thanks for your interest in our organization and working with us.
With reference to our discussion and on consideration of the supporting documents and other inputs and our Discussion, we are delighted to offer to you the position of **"Retail Sales Associate"** under **ASM CORPORATE SERVICES PVT. LTD.** Effective date of joining is **05.08.2024.**
We are sure that your association and untiring efforts will help us reach our objectives. Your terms of employment with us will be as per the terms and conditions set forth herein below:

- You will be paid a gross CTC of **Rs.13000/-** per month from the date of your reporting to the duty and others allowances applicable to
  You indicated in the enclosure.You will be deployed a tour client location of **Emerald Jewel Industry India Ltd.** At their **Mettupalayam Road, Rakki Palayamkrivu, Nun Palaya(Post), Coimbatore-641031.**
- You will be covered under necessary deductions towards your contributions (ESI/ PF/ PT) shall be done from the amount payable to you. The relevant taxes as applicable will also be deducted as per statutory rules.
- No compensation will be provided from our side in case of any unfortunate accidents during duty hours.
- Your appointment is being made on the basis of your particulars such as qualification, experiences etc. and in case of any information as given by you, found false or incorrect, your contractual appointment will deem to be void and liable for termination without any notice.
- This agreement commences will be discussed, and shall be in force for a period of 11 Months. On the expiry of the said term the agreement will be subject to renewal with mutual consent of the both parties.
- This agreement may be terminated hereto by giving fifteen days prior notice in writing. If the employee has failed and neglected to serve the 15 days statutory notice, the employer has the liberty to hold/forfeit the pending salary, Incentives, if any, and not issue the release letter there to and in this event the decision of the employer shall be final and bind the employee.
- KOLKATA courts will have the jurisdiction in all matters pertaining to this employment.
  The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agreed to.

For **ASM CORPORATE SERVICES PVT. LTD**

(Authorised Signatory)

ATTESTED
PRINCIPAL
MAHESHALAL RAI COLLEGE

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules applicable to the employee of the employer from time to time.
I have read and understood the service rules of the employer and will abide by them.

Rita Tudu
Acceptance Signature:

ASMCORPORATE SERVICESPVTTD

Ms. Urmila Tudu

D/O-Baidyanath Tudu
Add-Madhukunda, Santuri
Purulia 723121

July 23, 2024

Dear Urmila,

APPOINTMENT LETTER

Thanks for your interest in our organization and working with us.
With reference to our discussion and on consideration of the supporting documents and other inputs and our Discussions, we are delighted to offer to you the position of "Retail Sales Associate" under **ASM CORPORATE SERVICES PVT. LTD.** Effective date of joining is **05.08.2024.**
We are sure that your association and untiring efforts will help us reach our objectives. Your terms of employment with us will be as per the terms and conditions set forth herein below:

- You will be paid a gross CTC of **Rs.19000/-** per month from the date of your reporting to the duty and others allowances applicable to
  You indicated in the enclosure. You will be deployed a tour client location of **Emerald Jewel Industry India Ltd.** At their **Mettupalayam Road, Rakki Palayamtiwu, Nin Palaya(Post), Coimbatore-641651.**
- You will be covered under necessary deductions towards your contributions (ESI/ PF/ PT) shall be done from the amount payable to you. The relevant taxes as applicable will also be deducted as per statutory rules.
- No compensation will be provided from our side in case of any unfortunate accidents during duty hours.
- Your appointment is being made on the basis of your particulars such as qualification, experiences etc, and in case of any information as given by you, found false or incorrect, your contractual appointment will deem to be void and liable for termination without any notice.
- This agreement commences will be discussed, and shall be in force for a period of 11 Months. On the expiry of the said term the agreement will be subject to renewal with mutual consent of the both parties.
- This agreement may be terminated hereto by giving fifteen days prior notice in writing. If the employee has failed and neglected to serve the 15 days statutory notice, the employer has the liberty to hold/Forfeit the pending salary, Incentives, if any, and not issue the release letter there to and in this event the decision of the employer shall be final and bind the employee.
- KOLKATA courts will have the jurisdiction in all matters pertaining to this employment.
  The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agreed to.

For ASM CORPORATE SERVICES PVT. LTD

(Authorized Signatory)

ATTESTED
PRINCIPAL
MANISHMAL RAI COLLEGE

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules applicable to the employee of the employer from time to time.
I have read and understood the service rules of the employer and will abide by them.

Urmila Tudu
Acceptance Signature:

ASMCORPORATE SERVICESPVTTD

www.asmcorporateservices.co.in

July 23, 2024

Ms. Asha Mandi
D/O-Lt. Sunil Mandi
Add-Bhamaria, Neturia
Purulia 723121

APPOINTMENT LETTER

Dear Asha,

Thanks for your interest in our organization and working with us.
With reference to our discussion and on consideration of the supporting documents and other inputs and our Discussions, we are delighted to offer to you the position of **"Retail Sales Associate"** under **ASM CORPORATE SERVICES PVT. LTD.** Effective date of joining is **05.08.2024.**
We are sure that your association and untiring efforts will help us reach our objectives. Your terms of employment with us will be as per the terms and conditions set forth herein below:

- You will be paid a gross CTC of **Rs.13000/-**per month from the date of your reporting to the duty and others allowances applicable to
  You indicated in the enclosure.You will be deployed a tour client location of **Emerald Jewel Industry India Ltd.** At their **Mettupalayam Road, Rakki Palayamtrivu, Nun Palaya(Post), Coimbatore-641031.**
- You will be covered under necessary deductions towards your contributions (ESI/ PF/ PT) shall be done from the amount payable to you. The relevant taxes as applicable will also be deducted as per statutory rules.
- No compensation will be provided from our side in case of any unfortunate accidents during duty hours.
- Your appointment is being made on the basis of your particulars such as qualification, experiences etc, and in case of any information as given by you, found false or incorrect, your contractual appointment will deem to be void and liable for termination without any notice.
- This agreement commences will be discussed, and shall be in force for a period of 11 Months. On the expiry of the said term the agreement will be subject to renewal with mutual consent of the both parties.
- This agreement may be terminated hereto by giving fifteen days prior notice in writing. If the employee has failed and neglected to serve the 15daysstatutory notice, the employer has the liberty to hold/forfeit the pending salary, incentives, if any, and not issue the release letter there to and in this event the decision of the employer shall be final and bind the employee.
- KOLKATA courts will have the jurisdiction in all matters pertaining to this employment.
- The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agreed to.

For **ASM CORPORATE SERVICES PVT. LTD**

(Authorised Signatory)

ATTESTED
PRINCIPAL
MARISHADAL RAI COLLEGE

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules applicable to the employee of the employer from time to time.
I have read and understood the service rules of the employer and will abide by them.

Asha Mandi
Acceptance Signature

ASMCORPORATE SERVICESPVTTD

www.asmcorporateservices.co.in
E-79, Sunandanagar, Salt Lake Sector-II, Kolkata-700091 asmcorporateservices@gmail.com

July 23, 2024

Ms. Sabita Murmu
D/O-Ramdas Murmu
Add-Madhukunda, Santuri
Purulia723121

APPOINTMENT LETTER

Dear Sabita,

Thanks for your interest in our organization and working with us.
With reference to our discussion and on consideration of the supporting documents and other inputs and our Discussions, we are delighted to offer to you the position of **"Retail Sales Associate"** under **ASM CORPORATE SERVICES PVT. LTD.** Effective date of joining is **05.08.2024.**
We are sure that your association and untiring efforts will help us reach our objectives. Your terms of employment with us will be as per the terms and conditions set forth herein below:

You will be paid a gross CTC of **Rs.13000/-** per month from the date of your reporting to the duty and others allowances applicable to
You indicated in the enclosure. You will be deployed a tour client location of **Emerald Jewel Industry India Ltd.** At their **Mettupalayam Road, Bakki Palayambirur, Nan Palayi(Post), Coimbatore-641031.**
You will be covered under necessary deductions towards your contributions (ESI/ PF/ PT) shall be done from the amount payable to you. The relevant taxes as applicable will also be deducted as per statutory rules.
No compensation will be provided from our side in case of any unfortunate accidents during duty hours.
Your appointment is being made on the basis of your particulars such as qualification, experiences etc. and in case of any information as given by you, found false or incorrect, your contractual appointment will deem to be void and liable for termination without any notice.

- This agreement commences will be discussed, and shall be in force for a period of 11 Months. On the expiry of the said term the agreement will be subject to renewal with mutual consent of the both parties.
- This agreement may be terminated hereto by giving fifteen days prior notice in writing. If the employee has failed and neglected to serve the 15 days statutory notice, the employer has the liberty to hold/forfeit the pending salary, incentives, if any, and not issue the release letter there to and in this event the decision of the employer shall be final and bind the employee.
- KOLKATA courts will have the jurisdiction in all matters pertaining to this employment.
- The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agreed to.

For **ASM CORPORATE SERVICES PVT. LTD**

(Authorised Signatory)

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules applicable to the employee of the employer from time to time.
I have read and understood the service rules of the employer and will abide by them.

Sabita Murmu
Acceptance Signature:

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2013PTC174417
GSTIN : 19AAKCA3551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 598, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336022173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Ambika Jana Barman,

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 05/12/2023 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc. Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainership your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I, Ambika Jana Barman accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Ambika Jana Barman
Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

Arambagh Foodmart Pvt. Ltd. Kolkata-10

DGM-HRD,Admin & Compliance

HR Manager
Arambagh Foodmart Pvt. Ltd.

ATTESTED
Notary
KANGRAGHI, HAT COLLECTE

ASMCORPORATE SERVICESPVTLTD

www.asmcorporateservices.co
E-79,SukantaNagar,SaltLake Sector-II,Kolkata-700106
03335762943
asmcorporateservices@gmail.com

Mr.Raj Mondal

S/O-SanjibKumarMondal

Add-Lara, Kashipur

Purulia, 723130

July01,2024

OFFER LETTER

Dear Raj,

Thanks for your interest in our organization and working with us.
Withreferencetoourdiscussionandonconsiderationofthesupportingdocumentsandotherinputsandour discussions, we are delighted to offer to you the position of **"Retail Sales Associate"** under **ASM CORPORATE SERVICES PVT.LTD.** Effective date of joining is **16.07.2024.**
We are sure that your association and untiring efforts will help us reach our objectives. Your terms of employment withus will be as per the terms and conditions set forth herein below:

- You will be paid a gross CTC of **Rs.13500/-** per month from the date of your reporting tothe duty andotherallowances applicable to you indicated in the enclosure. You will be deployed at our client location of **Big Basket, Chennai, Tamil Nadu.**
- You will be covered under necessary deductions towards your contributions (ESI/ PF/ PT) shall be done from the amount payable to you. The relevant taxes as applicable will also be deducted as per statutory rules.
- Nocompensationwillbeprovidedfromoursideincaseofanyunfortunateaccidentduringdutyhours.
- Your appointment is being made on thebasis ofyour particularsuch as qualification, experiencesetc, and in caseof any information as given by you, found false or incorrect, your contractual appointment will deem to be void and liable for termination without any notice.
- This agreement commences will be discussed, and shall be in force for a period of 11 Months. On the expiry of the said term the agreement will be subject to renewal with mutual consent of the both parties.
- This agreement may be terminated hereto by giving fifteen days prior notice in writing. If the employee has failed and neglected to servethe15 daysstatutory notice,the employerhasthelibertytohold/forfeit thependingsalary, incentives,fany,and not issuethe release letter there to and in this event the decision of the employer shall be final and bind the employee.
- KOLKATAcourtswillhavethejurisdictionintallmatterspertainingtothisemployment.

The agreement willbe terminatedonexpiry ofthe period of engagement as stipulated, unless otherwisemutually agreed to.

For**ASMCORPORATESERVICESPVT.LTD**

(Authorised Signatory)

ATTESTED
PRINCIPAL
MANSHAUNI RAI COLLEGE

Declaration

Iaccepttheappointmentontheterms&Conditionscontainedinthisletterandotherconditionsandservicerules applicable to the employee of the employer from time to time.
Ihavereadandunderstoodtheservicerulesoftheemployerandwillabidebythem.

AcceptanceSignature:

ASMCORPORATE SERVICESPVTLTD

www.asmcorporateservices.co
E-79, Sukanta Nagar, Salt Lake, Sector-Iv, Kolkata-700106
03335762941
asmc rporateservices@gmail.com

Mr. Sanjib Kumar Hansda

S/O- Ksherta Mohan Hansda

Add-Fuljhore, Barabazar

Purulia, 723127

July 01, 2024

OFFER LETTER

Dear Sanjib,

Thanks for your interest in our organization and working with us.

With reference to our discussion and on consideration of the supporting documents and other inputs and our discussions, we are delighted to offer to you the position of **"Retail Sales Associate"** under **ASM CORPORATE SERVICES PVT.LTD.** Effective date of joining is **16.07.2024.**

We are sure that your association and untiring efforts will help us reach our objectives. Your terms of employment with us will be as per the terms and conditions set forth herein below:

- You will be paid a gross CTC of **Rs.13500/-** per month from the date of your reporting to the duty and others allowances applicable to you indicated in the enclosure. You will be deployed at our client location of **Big Basket, Chennai, Tamil Nadu.**
- You will be covered under necessary deductions towards your contributions (ESI/ PF/ PT) shall be done from the amount payable to you. The relevant taxes as applicable will also be deducted as per statutory rules.
- No compensation will be provided from our side in case of any unfortunate accidents during duty hours.
- Your appointment is being made on the basis of your particulars such as qualification, experiences etc, and in case of any information as given by you, found false or incorrect, your contractual appointment will deem to be void and liable for termination without any notice.
- This agreement commences will be discussed, and shall be in force for a period of 11 Months. On the expiry of the said term the agreement will be subject to renewal with mutual consent of the both parties.
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- KOLKATA courts will have the jurisdiction in all matters pertaining to this employment.

The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agreed to.

For **ASM CORPORATE SERVICES PVT. LTD**

(Authorized Signatory)

ATTESTED
PRINCIPAL
MANISHALAL RAI COLLEGE

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules applicable to the employee of the employer from time to time.

I have read and understood the service rules of the employer and will abide by them.

Acceptance Signature:

ASMCORPORATE SERVICESPVTTD

www.asmcorporateserv.com
E-79, Sukantanagar, Salt Lake Sector-II, Kolkata - 91, India

July 23, 2024

Mr. Kamlesh Karmakar
S/O-Subhas Karmakar
Add-Bhabanipur, Barabazar
Purulia, 723143

APPOINTMENT LETTER

Dear Kamlesh,

Thanks for your interest in our organization and working with us.
With reference to our discussion and on consideration of the supporting documents and other inputs and our Discussions, we are delighted to offer to you the position of "Retail Sales Associate" under **ASM CORPORATE SERVICES PVT. LTD.** Effective date of joining is **05.08.2024.**
We are sure that your association and untiring efforts will help us reach our objectives. Your terms of employment with us will be as per the terms and conditions set forth herein below:

- You will be paid a gross CTC of **Rs.13000/-** per month from the date of your reporting to the duty and others allowances applicable to
  You indicated in the enclosure.You will be deployed a tour client location of **Emerald Jewel Industry India Ltd.** At their **Mettupalayam Road, Rakki Palayamirivu, Nun Palaya(Post), Coimbatore-641011.**
- You will be covered under necessary deductions towards your contributions (ESI/ PF/ PT) shall be done from the amount payable to you. The relevant taxes as applicable will also be deducted as per statutory rules.
- No compensation will be provided from our side in case of any unfortunate accidents during duty hours.
- Your appointment is being made on the basis of your particulars such as qualification, experiences etc, and in case of any information as given by you, found false or incorrect, your contractual appointment will deem to be void and liable for termination without any notice.
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- This agreement may be terminated hereto by giving fifteen days prior notice in writing. If the employee has failed and neglected to serve the 15 days statutory notice, the employer has the liberty to hold/forfeit the pending salary, incentives, if any, and not issue the release letter there to and in this event the decision of the employer shall be final and bind the employee.
- KOLKATA courts will have the jurisdiction in all matters pertaining to this employment.
  The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agreed to.

For **ASM CORPORATE SERVICES PVT. LTD**

(Authorized Signatory)

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules applicable to the employee of the employer from time to time.
I have read and understood the service rules of the employer and will abide by them.

Acceptance Signature: Kamlesh Karmakar

ASMCORPORATE SERVICESPVTTD

July 23, 2024

Mr. Pradip Tudu
S/O-Nirmal Tudu
Add-Bhomuria, Neturia
Purulia, 723121

APPOINTMENT LETTER

Dear Pradip,

Thanks for your interest in our organization and working with us.
With reference to our discussion and on consideration of the supporting documents and other inputs and our Discussions, we are delighted to offer to you the position of **"Retail Sales Associate"** under **ASM CORPORATE SERVICES PVT. LTD.** Effective date of joining is **05.08.2024.**
We are sure that your association and untiring efforts will help us reach our objectives. Your terms of employment with us will be as per the terms and conditions set forth herein below:

- You will be paid a gross CTC of **Rs.13000/-** per month from the date of your reporting to the duty and others allowances applicable to
  You indicated in the enclosure. You will be deployed a tour client location of **Emerald Jewel Industry India Ltd.** At their **Mettupalayam Road, Rakki Palayamirivu, Nsn Palaya(Post), Coimbatore-641011.**
- You will be covered under necessary deductions towards your contributions (ESI/ PF/ PT) shall be done from the amount payable to you. The relevant taxes as applicable will also be deducted as per statutory rules.
- No compensation will be provided from our side in case of any unfortunate accidents during duty hours.
- Your appointment is being made on the basis of your particulars such as qualification, experiences etc, and in case of any information as given by you, found false or incorrect, your contractual appointment will deem to be void and liable for termination without any notice.
- This agreement commences will be discussed, and shall be in force for a period of 11 Months. On the expiry of the said term the agreement will be subject to renewal with mutual consent of the both parties.
- This agreement may be terminated hereto by giving fifteen days prior notice in writing. If the employee has failed and neglected to serve the 15daysstatutory notice, the employer has the liberty to hold/forfeit the pending salary, Incentives, if any, and not issue the release letter there to and in this event the decision of the employer shall be final and bind the employee.
- KOLKATA courts will have the jurisdiction in all matters pertaining to this employment.
  The agreement will be terminated on expiry of the period of engagement as stipulated, unless otherwise mutually agreed to.

For ASM CORPORATE SERVICES PVT. LTD

(Authorized Signatory)

ATTESTED
PRINCIPAL
RAMSHAGAL RAI COLLEGE

Declaration

I accept the appointment on the Terms & Conditions contained in this letter and other conditions and service rules applicable to the employee of the employer from time to time.
I have read and understood the service rules of the employer and will abide by them.

Acceptance Signature: Pradip Tudu

BAAZAR RETAIL PRIVATE LIMITED
CIN:U74110WB2019PTC228448
(Formerly Known as Beats Merchandise Private Limited)
Registered Office:
PS Srijan Corporate Park, Office No.1103, 11th Floor, Tower-1
Plot G-2, Block-GP, Sector-V, Salt Lake, Kolkata - 700091, West Bengal, Ph: 033 4084 9966
Website: Goodcompanykolkata.com Email Id: Legal@bodycompanykolkata.com

Your Family Store

Baazar

Appointment Letter

Private & Confidential

Date	01-Dec-2023
Code	19976
Name	Soma Bhattacharjee
Address	Jagannathdi, Gourangdih, Kuchapur, Jagannathdi, Gourangdih, Purulia, West Bengal 723121
Contact No	6296462187
Email Id	saraybhattacharjee586@gmail.com
DOB	13-Jun-2005

Dear Soma Bhattacharjee

We are pleased to inform you that your recent application and the subsequent interviews you had with us, has been successful. We hereby appoint you as **'Associate - Retail Operations'** department in Baazar Retail Private Limited.

This letter of appointment is subject to terms and conditions attached herein **(Appendix A and Appendix B)**. The Company reserves the right, at its sole discretion, to add, alter and/or amend your Role and Responsibilities at any time during your employment with us.

The terms of appointment are as follows:

1. Commencement of Employment:

This appointment commences from **01-Dec-2023**
You will not be paid any salary in case you leave the services of the company within 90days of your joining on your own accord. However, if the management terminates your services, you will be paid for the number of days present and working upto the date of termination.

2. Place of Employment:

Your place of posting will be **Registered Office: PS Srijan Corporate Park, GP Block, Salt Lake, Sector 5 Kolkata 700091 West Bengal** or any one of the stores of **Baazar Retail Private Limited** and/or Warehouse / Logistics of the company. However, the Company reserves the right to transfer you, either temporarily or permanently, to any other place of business of the Company in the country or overseas. It is hereby clarified that in the event of the transfer to any other location in pursuance of his employment , you shall not be eligible for any additional remuneration or relocation allowance or benefit other than as expressly specified in writing by the Company. Your work schedule will be as specified by the Company's standard policy for that financial year.

3. Compensation & Benefits:

Your consolidated annual CTC shall be **138096/- (One Lacs Thirty Eight Thousand Ninety Six Rupees)**
The component-wise break-up of your compensation is indicated in Appendix A of this letter.
You will not be entitled to any other remuneration / benefits / amenities other than what is stated herein, unless specifically authorised by a separate written order of the management.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Soma Bhattacharjee

Warehouse & Logistics Office
Anjow Industrial Warehouse Pvt Ltd Plot No. 5225,J No.83,
Mouza: Dankuni Bil, Post Office-DKCC, Police Station-Dankuni,
District: Hooghly, PIN: 712310 West Bengal

BAZAAR RETAIL PRIVATE LIMITED
CIN U51109WB2018PTC229448
(Formerly known as Reno Merchandise Private Limited)
Registered Office:
#1 Salon Corporate Park, Office No 1103, 11th Floor, Tower 1
Plot G-2, Block-GP, Sector-V, Salt Lake, Kolkata - 700091, West Bengal, Ph : 033 4084 9966
Email Id: Legal@bazaarkolkata.com

Bon Bazaar Jhum

Baazar

4. **Probation:**

You will be on probation for a period of six (6) months from the date of joining. Based on your performance, the probation can be confirmed, terminated or extended for a further period as deemed necessary.
On successful completion of your probation period, you shall be given a letter confirming you as a regular employee of the Company. Until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During Probation Period, your appointment can be terminated by either party giving 15 days' notice or salary lieu off.

Appendix 8 lists out the broad terms and conditions of service governing your employment with the Company. These are subject to change from time to time. You will be expected to carefully read, and keep yourself abreast of, the policies of the Company as announced or amended from time to time. These amendments shall be binding on you immediately on its publication or effective date of any amendment. It is important to note that the Company has a documented Human Resource Policy (hereinafter HR Policy). The HR Policy inter-alia contains various important provisions, for e.g. leaves, notice period, etc., which are applicable to all employees. Such provisions of HR Policy shall, by reference, be deemed to be part of your employment contract with the Company and you shall always be bound by the same. As an employee of the Company, you are requested to go through the HR Policy and other policies or any amendment thereon carefully to fully understand these provisions and its implication on your employment with the Company.

5. **General**

a. We trust that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for removal from service without notice.
b. These employment terms supersede and replace any existing agreement or understanding, if any, between the company and you relating to the same subject matter.
c. Our institution is an equal right employer, value based and each of your action should always reflect this attitude in spirit and action.
d. You will not either directly or indirectly engage yourself, either full time or part time, elsewhere in any job, profession, or business of any nature during the tenure of your employment with the company.
e. This appointment is valid subject to:
   - Your pre-employment medical examination report which declares you to be medically fit.
   - Your furnishing at the time of joining, documents in proof of your having been relieved by your present employer.
   - Our receiving satisfactory references on your background verification.

In the event of any inconsistency between this employment contract and the HR Policy, the provisions of HR Policy shall supersede.
To confirm your acceptance to this agreement, please initial all the pages and put your signature on the declaration at the last page of this agreement and return to us the duplicate copy of the entire agreement duly initialed and signed. It is our pleasure, once again to welcome you at **Baazar Retail Private Limited** and we look forward to a mutually rewarding association.

Yours Faithfully,
For, **Baazar Retail Private Limited**

Authorised Signatory

Sourya Bhattacharjee

Warehouse & Logistics Office
Adjoy Industrial Warehouse Park, Khatian No: 4225,J Dag 83,
Mouza: Dankuni 56, Post Office-DCC, Police Station-Dankuni,
District: Hooghly, Pin: 712310 West Bengal

UH Details

[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	
Grade	[illegible]
[illegible]	[illegible]
Designation	[illegible]
Department	[illegible]
[illegible]	[illegible]
Allowances	
Basic	
House Rent Allowance	[illegible]
	[illegible]
TOTAL GROSS	[illegible]
Deductions	
Provident Fund (E)	[illegible]
ESIC (E)	[illegible]
LIC (E)	[illegible]
TOTAL DEDUCTION	[illegible]
Monthly Take Home	[illegible]
Yearly Gross	[illegible]
Provident Fund (E)	[illegible]
ESIC (E)	[illegible]
Provident Fund (E)	[illegible]
Bonus	[illegible]
Gratuity	[illegible]
Outside Payroll Benefits	[illegible]
Cost To Company (p.a.	[illegible]
Cost To Company p.m.	[illegible]

[illegible]

Sama Bhattacharjee

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Appendix B
General Terms & Condition

1. **Verification**

Your employment in the Baazar Retail Private Limited ("Company") is subject to satisfactory verification of your certificates, testimonials, and personal particulars/ credentials. The Company reserves the right to get a background check (including criminal history record search, education and employment, and personal details verification) conducted on you, which you explicitly agree to, whether done directly by us or through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Company or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice or compensation.

2. **Date of Birth**

You will be bound by the date of birth declared and captured in the contract of employment for all service matters with the Company, including your retirement age. Though at this time the Company has accepted this as your date of birth on the basis of your statement and the documents you have provided, the Company may at any time call upon you to furnish additional proof thereof as deemed appropriate.

3. **Retirement Age**

The retirement age from the services of the Company is **58 years**.

4. **Retirement/ Separation Benefits**

You will be entitled to gratuity benefits as per the Payment of Gratuity Act, 1972.

5. **Nationality**

You confirm that you are an Indian national and holding valid Indian citizenship document such as Passport,Aadhar etc and are thus exempt from any additional work authorisation to work in India.

However, if you are a non-Indian holding a foreign passport, you will be required to demonstrate that you have the necessary authorisations for working in India by submission of relevant documents. It will be your responsibility to ensure that throughout your employment with Baazar Retail Private Limited your work authorizations including but not limited to any statutory registrations etc are up to date and you shall hold Baazar Retail Private Limited harmless and indemnified against any act or omission on your part in this regard. In case the work authorisation ends during the course of your employment with Baazar Retail Private Limited your contract with Baazar Retail Private Limited will be deemed to be terminated.

6. **Working Hours**

The working hours of the Company has been provided in the HR Policy. Your work is of continuous responsibility and you will be expected to complete your assigned duties within the required time frame.

7. **Leave**

Your annual leave entitlement will be as provided in the HR Policy of the Company as amended from time to time.

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8. **Medical Fitness**

This offer of employment is subject to your self-declaration that you are medically fit to work. In case, at any time in future, it is found that you are not medically fit to discharge your duties diligently and efficiently on a continuous basis, your services are liable to be terminated. The decision taken by the management in this regard, taking into consideration the Medical Report, shall be final and binding on you.

As a measure to ensure the health and safety of its employees, the management reserves the right

a. To suggest periodical medical assessment and/or production of such fitness report to the company.
b. To conduct non-invasive screening measures like temperature checks which would be conducted only during the extraordinary situations such as COVID-19 outbreak or similar outbreak in future.
c. To report the suspected cases to competent health authorities in good faith.
d. To know firsthand information of communicable disease such as COVID-19 occurrence or symptoms from its employees etc.
e. To allow an employee who has been infected and recovered, to resume office again.
f. To encourage and/or mandate work from home including the right to take disciplinary action if an employee is not performing his/her assigned duties, while working from home.

9. **Reimbursements**

The Company will reimburse you on actuals for any reasonable and necessary expenses incurred by the you in the course of your work, provided that such expenses are approved in advance in writing by your immediate superior. You shall provide the Company with such vouchers and other evidence of actual payment of such expenses as the Company may reasonably require.

10. **Increments & Promotions**

The Company will conduct regular performance reviews to evaluate your performance and contribution to the Company, and to ascertain your capability to execute the role and responsibilities entrusted to you by the Company.

Your overall performance will be evaluated by the Company's management and any promotions and/or increments may be declared, as deemed appropriate by the Company, based on the evaluation.

11. **Posting & Transfer**

Your place of posting shall be as indicated in the first page of this Contract of Employment and you agree to be transferred in such capacity as the Company may from time to time determine. In such a case, you shall be governed by the specific terms and conditions applicable to your new location.

12. **Secondment**

Your job may entail you to proceed, from, time to time, on assignments at stations outside your place of posting and stations overseas. Based on exigencies of work and at the discretion of the Company your services may also be transferred to any store / warehouse / office of the Company or seconded to any of its associate Company in India or abroad or in any office of the Company abroad. In such event you will be governed by the transfer and secondment rules framed by the Company and / or by such associate Company in this respect. In the event of your transfer and / or secondment you will also be governed by the specific terms and conditions applicable to your new location. You will be

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responsible to remain compliant with all applicable immigration/ visa and foreign exchange rules in this regard.

13. Confidentiality

Maintaining confidentiality is a condition to your employment. During your employment, you will not store, possess, use or disclose confidential personal/ sensitive information or data (including those from any of your previous employment(s) with other organizations) in an unauthorized manner. You shall not bring any such information or data into the Company.

You acknowledge that you will have access to confidential information. You acknowledge that the confidential information is the valuable property of the Company and is critical to its business of the Company. You shall forever hold the confidential information in confidence and shall not publish, disclose or disseminate, at any time, to any person, or use for any purpose any confidential information other than such purposes as shall be required to fulfil your duties with the Company, or remove any confidential information, in whole or in part, from the Company's premises, without prior written permission.

You shall observe utmost confidentiality and secrecy of any and all information received by you or entrusted to you in the course of your employment and you shall at all times, whether during or after the termination of your employment, act with utmost fidelity and not disclose or divulge such information to a third party or make use of such information for your own benefit.

Upon termination of your employment, you will immediately surrender to the Company, all files, books, manjazines, reports, documents, manuals, audio and video tapes, discs and any other knowledge data bases entrusted to you in the course of your employment.

You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copy righted material which is the property of the company - for your own benefit or for the benefit of any third party - either during the course of your employment or after your separation.

14. Intellectual Property

You acknowledge and agrees that your Contribution to the business of the Company as well as any portion thereof shall be the sole property of the Company from date of creation thereof, and you hereby assigns the same in favour of the Company irrevocably, unconditionally and in perpetuity.

For the purpose of this Clause: "**Contribution**" means intellectual Property or parts thereof, conceived, developed, or otherwise made by you, alone or jointly with others and in any way relating to the Company's present or proposed products, programs or services or tasks or projects assigned to you, or for the Company's clients during the term of you engagement with the Company.

"**Intellectual Property**" means in relation to the Company all trademarks, service marks, logos, patents, domain names and utility models, copyrights, inventions, brand names and business names and any similar rights and the benefit (subject to the burden) of any of the foregoing (in each case whether registered or unregistered and includes applications for the grant of any of the foregoing and the right to apply for any of the foregoing in any part of the world).

15. Non-Compete And Non-Solicitation

During the Term and for a period of 2 (two) years thereafter, the Employee, shall not carry on or engage in, directly or indirectly, whether through partnership or as a shareholder, joint venture partner, collaborator, consultant or agent or in any other manner whatsoever,

Initial of Jrince/Employee Sana Bhattacharjee

the business of any other legal entity which competes, directly or indirectly, with the business of the Company.

During the Term, and for a period of 2 (two) years thereafter, the Employee, shall not directly or indirectly, attempt in any manner solicit or entice away or attempt to solicit or entice away (or authorise the taking of any such action by any other person) any potential investor, employee, representative and/or consultant who has been engaged with the Company.

16. Cessation of Employment

During the tenure of this employment (upon confirmation), your employment may be terminated by either party giving notice as given below or a Gross Salary, in lieu thereof for the notice period, during which period the Employee shall be on the rolls of the Company and shall be required to perform his/her duties, obligations and responsibilities in accordance with the provisions of this Letter. The Company shall have the right to waive the Notice or any period of the Notice by paying the Remuneration to the Employee for such period in lieu thereof.

The notice period for termination of employment by either side for the various levels shall be as specified in HR Policy of the Company. As per the aforesaid policy, the current notice period for the various levels is set out below:

Position	Notice Period
Associate Vice President & Above	90 Days
Senior General Manager	
General Manager	
Deputy General Manager	60 Days
Assistant General Manager	
Senior Manager	
Manager / Store Manager	
Deputy Manager / Assistant Store Manager	
Assistant Manager / Department Manager	
Executive	30 Days
Associate / Senior Associate / Associate Support	
Probationer	15 Days

However, the period that is prescribed on the date of giving notice shall apply.

Any leave availed must be compulsorily, properly authorized and documented as per the Company Policy. In the event an unapproved/unauthorized leave for greater than 10 (Ten) days, the same shall be treated as breach of employment terms and voluntary abandonment of your employment services with the Company. Under such circumstances the Management reserves the right to take necessary disciplinary action towards such misconduct including but not limited to permanent termination of employment services.

17. Termination without notice

The Company may terminate / suspend your services at any time immediately without giving written notice or salary payment in lieu of that notice to the employee, if it has been alleged and prima facie established through preliminary enquiry (Internal/External) of any indicative events below. If so, you may not be allowed to retire or resign during the period that such enquiry is under contemplation or in progress.

(i) misconduct (ii) repeated misconduct (iii) breach of instructions by an employee (iv) failure to safeguard the assets of the Company (v) activities which bring the Company into disrepute (vi) any furnished declaration is false (vii) the employee is found to have wilfully suppressed any material information default or (viii) breach of this Letter, which default where curable, is not cured within 7 (seven) days of the Company informing the Employee

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of such breach (iv) failure by the Employee to perform its duties towards the Company in accordance with the terms hereof and the Policies (v) criminal conviction by court of law (vi) failure to adhere to HR Policy and Code of Conduct, office procedures, rules and regulations that may be in force from time to time or (vii) where situations warrants action outside this list of events.

Upon the termination of the employment with the Company for whatever reason, you will be required to undergo the exit clearance procedure as per the HR policy of the Company including return, without delay or demur, to the Company all its property of every nature and description including but not limited to personal computers, software, manuals, identity cards, uniform and all other items belonging to or issued by or on behalf of the Company in the course of or in connection with the Employee's employment with the Company. On the termination date, the Employee shall sign and deliver to the Company such declarations as the Company may reasonably request.

18. Exit formalities

Before termination of employment, you will be required to complete exit formalities and sign necessary forms in this regard, as per the policies of the Company.

You will be required to return to the Company, all documents, including copies thereof and property including but not limited to corporate expense card, fuel card, mobile phone, motor vehicle, IT equipments etc., where applicable, before your last working day in order to obtain release. You are also specifically restrained from keeping copies or extracts of any of the Company's documents with you, after your release from the services of the Company, except under specific written permission from the Company.

As part of your exit formalities, you have to provide in writing to the Company that you have not retained any data/ confidential information relating to the Company and that you will be personally liable to the Company in the event that it is found that any data/ confidential information was nevertheless retained by you. This liability shall remain whether or not any such data/ confidential information is later disclosed by you.

You as an employee explicitly agree that your final settlement of dues shall happen only after completion of the aforesaid formalities and first adjusting all dues under whatsoever head them due to the Company. In case of shortfall in the amounts to be recovered, you shall forthwith settle the remaining amount without demur or protest. The exit formalities shall be kept in abeyance till the deficit amount is paid in full.

19. Code of Conduct

The Code of Conduct Policy addresses how employees in the Company should behave and conduct business in a wide range of settings and situations. It is your responsibility to adhere to enforce the Code of Conduct and other Company policies consistently and appropriately as amended from time. You are expected to carefully read the Code of Conduct, the full text of which is available with **HR Team** and to keep yourself abreast of any amendments thereto as may be made from time to time. You are expected to bring any code of conduct related issue/ clarification/ grievance to the notice of the designated HR Team.
For further details please refer to HR Policy as amended from time to time.

20. Protection of Computer Software/ Company's Assets

The Company has a strict policy prohibiting the unauthorised reproduction or use of computer software purchased or licensed from an outside vendor. You will not bring into the Company, or use, any unauthorised or unlicensed software. You will be required to sign a declaration annually that you are complying with this policy. Where applicable, you shall be provided with a HAPPAY Card for expenses, mobile phone, etc., All these shall at all times remain the Company's property/ assets, and they must be returned to the Company on termination of employment or whenever requested by the Company or

Initial of Joiner Employee Soma Bhattacharjee

disposed of in accordance with the policies and directions under which they are issued.

You will be provided with access to a computer for your business use in the office. If you are allocated a portable computer for use with your work, you are required to take additional responsibility for the physical security of the equipment as well as the information stored therein. You must make yourself aware of and comply with the Company's relevant policies and procedures applicable to usage of the Company's computer equipment, including the Company's policies on the appropriate use of email and the internet. You acknowledge and agree that the Company reserves the right to monitor your usage of the Company's computer(s) and IT systems/ resources towards ensuring that there is no unauthorized usage thereof.

21. Exclusivity

During the continuance of your employment with the Company, it is a condition of your employment that you will not engage yourself in any other trade, business or occupation, including private practice and consulting, without obtaining prior written permission of the Company.

22. Wrongful Dissemination

You must not host, display, upload, modify, store, make available or transmit, publish, update or share in or through the Facilities of the Company or otherwise any information or material which:

- belongs to another person to which you have no rights and/or which infringes any person's intellectual property rights;
- is or is likely to be perceived as defamatory, threatening, misleading, offensive or inappropriate, or materially misrepresents facts;
- contains any virus, harmful component or corrupted data or any other computer code, files or programs designed to interrupt, destroy or limit the functionality of the computer resources and Facilities of the Company;
- contains any unlawful advertising, promotion or solicitation;
- violates any applicable law or regulation;
- is grossly harmful, harassing, blasphemous, defamatory, obscene, pornographic, pedophilic, libelous, invasive of another's privacy, hateful, or racially, ethnically objectionable, disparaging, relating or encouraging money laundering or gambling, or otherwise unlawful in any manner whatever;
- is grossly offensive or menacing in nature;
- impersonates another person.

23. Representations & Warranties

You acknowledge that you are competent and free to execute this Letter. This Letter when executed and delivered by you will constitute a valid and legally binding obligation, enforceable in accordance with its terms.

The execution, delivery and performance obligations set out in this Letter by you does not and will not conflict with, result in a breach of or default under any applicable law in India, or any order, writ, injunction or decree of any court or governmental authority having competent jurisdiction, or any agreement, arrangement, contract, understanding, written or oral, to which you are a party.

The credentials and information provided by you to the Company with respect to your qualifications and ability to perform the duties, responsibilities and obligations under this Letter are true and correct.

You are medically fit to perform the duties and obligations in accordance with the terms of this Letter and have furnished to the Company a certificate of medical fitness, issued by a

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doctor or medical officer in the form acceptable to the Company.

You have disclosed all material and relevant information which may either affect your employment with the Company currently or in the future or may be in conflict with the terms of your employment with the Company, either directly or indirectly.

24. Duties & Obligation

a. You shall be entrusted with duties as may be indicated to you by the Management / Board from time to time.
b. You shall be required to comply with all operating Policies (as defined below), procedures and practices of the Company as regards your duties.
c. You shall devote your whole working time, attention and energies to the business of the Company as may be necessary and will use your best endeavours to promote the interest and welfare of the Company.
d. You shall not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or Policy of the Company or exceed the authority or discretion vested in himself without the previous sanction of the Company.
e. You shall avoid any action which may result in a conflict between your personal interest and the interests of the Company in dealing with suppliers, customers and any organizations or individuals doing or seeking to do business with the Company.
f. You shall avoid any interaction with the media, electronic, print or otherwise, on behalf of the Company unless specifically authorized by the Company in this regard.
g. During the Term, you shall not directly or indirectly engage yourself in any other business, occupation or employment, whether or not such activity is pursued for profit, gain or otherwise and you shall not render any other commercial or professional services or participate in any other commercial activity whether on a full time or a part time basis.
h. You shall perform and discharge all duties and functions assigned by the Company in a faithful, competent and professional manner.
i. You agree to maintain proper discipline, dignity and decorum during the course of your employment with the Company.
j. You agree and undertake that you shall not either directly or indirectly receive or accept for your benefit any commission, rebate, discount, gratuity, money or gift from any an individual, firm, company or any other legal entity having or who has had any business connection with the Company as well as from any employee/official of the Company (other than the your regular compensation).
k. You agree that you have no objection to the Company or its affiliates sharing his personal information and documents including but not limited to Aadhar Card, Voter ID, PAN card, Passport , name, gender, date of birth, addresses, mobile number, email, educational records and employment records with any reference/ antecedent verification organization appointed by the Company for the purpose of background checks and verification of the employees of the Company.
l. You undertake that you have been given the opportunity to read the terms and conditions of the various policies, procedures and processes of the Company (collectively the "**Policies**") including but not limited to the Leave and Attendance policy. You further undertake that you will be bound to all the terms and conditions of the Policies and any violation thereof shall subject you to appropriate disciplinary proceeding(s). The Company's decision on all such matters shall be final and binding on you. You understand that such Policies are subject to review and may be modified periodically and all such modified Policies shall be applicable to you.

25. Indemnity

Without prejudice to any other right available to the Company under any prevailing Law or contract or in equity, you shall compensate, indemnify, defend and hold harmless the Company, its affiliates, directors, employees and officers (collectively, the "Indemnified Parties"), from and against any and all losses, liabilities, damages, deficiencies, demands,

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claims (including third party claims) actions, of any kind or other costs or expenses (including, without limitation, reasonable legal fees) ("Losses") incurred or suffered by indemnified upon or asserted against the Indemnified Parties based upon or arising out of or in relation to or otherwise in connection with the following on your part: (i) any inaccuracy in any of the representations contained in this Letter; and/or (ii) breach of any covenants, undertakings or obligations under this Letter; and/or (iii) non-compliance of any applicable laws.

28. Dispute Resolution

If any dispute arises between You and the Company (hereinafter individually referred to as "Party" and collectively referred to as "Parties") during the subsistence of this Letter or thereafter, in connection with the validity, interpretation, implementation or alleged breach of any provision of this Letter, regarding a question, including the question as to whether the termination of this Agreement by one Party hereto has been legitimate, the Parties hereto shall endeavour to settle such dispute amicably. The attempt to bring about an amicable settlement is considered to have failed as soon as one of the Parties hereto after reasonable attempts which attempt shall continue for not less than 30 (thirty) days ("Discussion Period"), gives a notice thereof to the other Party in writing.

In case of such failure, either Party may refer the dispute to sole arbitrator nominated by the Company. If the Parties fail to jointly appoint an arbitrator within 30 (thirty) days after the end of the Discussion Period, the arbitrator shall be appointed in accordance with the Arbitration and Conciliation Act, 1996. The arbitration proceedings shall be governed by the Arbitration and Conciliation Act, 1996.

The place and seat of the arbitration shall be Kolkata, India. The arbitration agreement shall be governed by the laws of India. The proceedings shall be conducted in English language. The arbitrator's award shall be substantiated in writing. The arbitrator shall also decide on the costs of the arbitration proceedings. The award shall be final and binding on the Parties.

Yours Faithfully,

For Bazar Retail Private Limited

Authorized Signatory

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Initial of Joiner/Employee Soma Chakraborty

DECLARATION

By signing this agreement, I hereby completely acknowledge and agree that I have carefully read and understood the above agreement (including the attached terms and conditions thereto) and accept the same unconditionally. I will make myself fully aware of, and be bound by, the rules and regulations of the Company as amended from time to time. In particular, I declare that:

a) I will furnish original copies of my certificates, testimonials, and other necessary documents, on demand.

b) I acknowledge and agree to the Company reserving the right to get a background check conducted on me either by itself or through a third-party agency. In furtherance thereof, I hereby authorize the Company to collect and retain copies of my personal particulars (including educational certificates, copies of passport, driving license, PAN card, voter identification card etc) either directly or through a third-party agency.

c) There are no ongoing or pending criminal cases/ criminal liabilities on me nor have I ever been convicted of any criminal offence.

d) I am not in possession, in an unauthorized manner, of any confidential, sensitive, or personal information/ digital material of any other Company or individual (collectively "Sensitive Data"). I shall not bring any Sensitive Data into the Company and shall not use any such Sensitive Data in an unauthorized manner, during or after my tenure with the Company.

e) I shall not commit, or cause to commit, any act or omission, which I believe to be illegal or against the Company's Code of Conduct and/or Policies.

f) In the event of any willful or intentional misconduct, fraud, dishonesty, or breach of confidentiality on my part, I will personally be liable to the Company.

Soma Bhattacharjee

Signature

Date – 05/01/2024

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TeamLease
Putting India to Work

Salary Annexure

Employee No: 3176201

Particulars	Amount
Basic	12947
House Rent Allowance	642
Employer PF Contribution	1637
ESIC - Employer	499
Works Allowance	793
Statutory Bonus	1071
TotalAmount	17589
Amount in Words(Rs)	Seventeen Thousand Four Hundred Eighty Nine Rupees

Net Pay Annexure

EARNINGS	Amount
Basic	12947
House Rent Allowance	642
Works Allowance	793
Statutory Bonus	1071
Gross Earnings	**15453**
DEDUCTIONS *	**Amount**
Employee ESI	116
Employee PF	1637
Total Deduction	**1753**
Net Salary	**13800**

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961
** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

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Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement

Doc ID: TL-HR-15481-DA

TeamLease Services Limited, CIN No. L74140KA2000PLC118191
Avesta Building, # 12, Rasamangala Industrial Layout, South Phase, Bangalore 560095
Ph: (91 80) 30203345, Fax: (91 80) 33143001 www.teamlease.com

TeamLease
Putting India to Work

TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

(Authorized Signatory)

Accepted and Agreed

Signature and Date
Name: SOMA NATH

Doc ID: TLI/2MA15/M61/DA

TeamLease Services Limited, CIN No. L74140KA2000PLC119095
Anand Building, # 77 Bannerghatta Industrial Layout, Delhi Hosur College Road, Koramangala, Bangalore 560095
Ph. (91-80) 33003345, Fax (91-80) 33811001 www.teamlease.com

Reliance

12. During your tenure with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the misuse of your credentials.

13. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the client or Company as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the client's establishment of your posting.

14. You shall be entitled to leave and other benefits as per the rules and regulations governing client's establishment where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly holiday may be staggered and determined as per the master.

15. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, accordingly at the client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered and you may be required to work in shifts in the morning and evening. In case you being a female employee you shall be provided with due security cover up to your residence in case you work beyond 9 pm.

16. You will be required to work on any day of the year, including festival holidays, in the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

17. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary / affiliate of our client / associate. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

18. In normal course you shall retire from the services of the organization on attaining the age of 58 years.

19. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

    i. Return to work within 8 days from the commencement of such absence and

    ii. Give an explanation to the satisfaction of the Management regarding such absence.

20. You will be on probation for a period of Six Months from the date of your joining, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 30 Days' notice in writing by either side or payment of 30 Days Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment is liable to be terminated by giving One Months' notice in writing by either side or payment of One Month Basic Salary in lieu thereof. You shall attend duties till you are relieved from the service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

21. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, dishonesty and commission of an act involving moral turpitude, any act of indiscipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

22. You will be bound by the code of conduct, rules, regulations and office orders in force and issued by the company from time to time in relation to your service conditions, which will form part of your service conditions and terms of employment.

23. You may be laid-off on payment of 50% wages on account of shortage of work, materials, electricity and similar other reasons.

24. You shall extend all cooperation to the client's employees, customers, representatives, etc. and do all such things diligently, faithfully and to the best of your skill and ability as may be necessary to serve the client and perform all the duties entrusted to you from time to time.

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We expect you to work with the high standard of initiative, efficiency and economy.

23. You are shall engage yourself exclusively in the work assigned by the client, where you are posted for the time being and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the client / company in dealing with suppliers, customers and all other organizations or individuals doing or wishing to do business with the client / company. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorised in that behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

24. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorised in that behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

27. You shall not at any time either during the continuance of your employment or at any time thereafter divulge any information that came to you during the course of your employment without prior permission in writing.

28. As we are manpower service providers to others, in case of any continuity of our business being closed or terminated, your job is also liable to be ended automatically.

29. You will not enter into any commitments or dealings on behalf of the client / Company for which you have no express authority nor after or be a party to any alteration of any principle or policy of the client / Company or exceed the authority or direction vested in you without the previous sanction of the client / Company or from an authority over you.

30. You may be selected and sponsored by the Company / or Client for familiarization / training assignments with our technical collaborators or any other institutions / organizations in India and/or abroad. You will diligently and beneficially take part in the training and such assignments. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.

31. The Establishment considers harassment and discrimination of any nature to be an unacceptable form of behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.

32. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company that may be in your use, custody, care or charge. For the loss of any property of the company or client in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction. You will hand over the charge of letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the Company.

33. All proprietary information / material of the client that is made known to you during the term of work assignment shall be received in confidence and you shall not disclose or, except in performing the services, use any such information / material. You agree that all information, correspondence, documents, material or items provided to you by the client or by us are provided to you in trust and on completion of project / assignment or termination of the service, you shall promptly return all such material to the client or company, as the case may be.

34. You shall be required to sign and abide by the Policy on Ethics & Code of Conduct with the Company and shall undertake to sign such declarations that the Policy may demand from time to time.

35. It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.

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Projects & Property Management Services Ltd

Annexure - II

UNDERTAKING

I, Tanu Bhowmik, hereby acknowledge and agree to the following terms and conditions in connection with my employment at Reliance Projects & Property Management Services Ltd:

1. I understand that maintaining basic grooming and hygiene standards is essential for a positive customer experience and a professional workplace. I commit to maintaining good personal hygiene and adhering to the company's grooming guidelines.
2. I acknowledge that as an employee of Reliance Projects & Property Management Services Ltd, I am required to adhere to the company's uniform policy. I will wear the prescribed uniform as provided by the company, follow all guidelines and instructions regarding its proper use and maintenance.
3. I recognize the importance of polite and respectful communication with customers. I will consistently engage with customers in a friendly, professional, and courteous manner, actively listening to their needs and providing assistance to the best of my ability.
4. I acknowledge that my role may require me to handle cash transactions and maintain accurate records of financial transactions as part of my responsibilities. I will diligently follow company procedures for cash handling and bookkeeping, ensuring accuracy and transparency at all times. In case of any discrepancy, the same may be recovered from my salary.
5. **I understand that the store operation timings shall coincide with the timings of the retail market in which the store is located. I hereby consent to adhere to the same. I acknowledge that this is crucial for the smooth functioning of the Company, and I am prepared to contribute as necessary.**
6. I am committed to maintain a workplace free from discrimination or bias based on gender, sex, race, or any other protected characteristic. I will treat all Colleagues, Manager and Customers with fairness, respect, and dignity, and I will promptly report any incidents of discrimination or harassment that I witness or experience with the HR Department.
7. I am committed to participating in all training sessions and workshops, whether conducted virtually or in person. I acknowledge that these training opportunities are essential for my professional development and the Company's growth.

I acknowledge that I have read, understood, and agree to comply with the terms and conditions set forth in this undertaking, encompassing those outlined in my Appointment Letter, Company Policies, and procedures, subject to amendments as deemed necessary. Further I give my consent to clauses no. 8 & 9 of the terms and conditions of my Appointment Letter.

Name : _____

Signature : _____

Date : _____

Reliance Projects & Property Management Services Ltd

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16. In case of one / more clauses of this letter of employment becomes unenforceable, the same shall not render the letter of employment null and void in its entirety.

17. The various clauses of this letter are to be read, understood and interpreted in its entirety and none of the clauses are severable from the remaining.

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Ref: TRELan/2022/M8610

28/12/2023

Ms. Yamuna Murmu
MURMUJIYA, JAGANNATHDI MURMUJIA SANTISIN PURMUJIYA

Dear Ms.Yamuna Murmu,

Sub: Appointment as Sales Associate Emp.No. 94810

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Operation to be located at 2064-Kolkata-West Bengal, on the following terms and conditions. Please refer Annexure I, for detailed information regarding your per month/per annum emolument.

Statutory deductions, as applicable, would be effected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services 26/12/2023 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you '90 days' notice or salary in lieu of notice. In the event you choosing to leave the services of the Company, you will give the Company '90 days' notice in writing or pay 90 days salary in lieu of notice.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail ITAPM5598E and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company on attaining the age of 58 years.

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5. Your current location for day-to-day work will be at ZO84-Kolkata-West Bengal. However, your services are liable to be transferred one post to another, from one department to another, from one store to another store and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulation, service conditions and benefits as applicable in the department, store and the city where you are posted.

6. It shall be your sole responsibility to get yourself relieved from exiting employment if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your present employer may make against you or liabilities arising therefrom.

7. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be enclosed into. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

8. You will observe a six-day working week.

9. You are allotted Employee No. 94610 and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

10. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

11. You will abide by HR policies which may be amended from time to time.

12. You will abide by POSH policies (Prevention of sexual harassment Policy) which may be amended from time to time.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001 TEL : [illegible] FAX : [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051 TEL : [illegible] FAX : [illegible]
Email id - [illegible] Website - [illegible] CIN : [illegible]

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The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

Please acknowledge the terms and conditions as tot-on of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct)

Thanking You,
For Trent Limited

Mr. Ajay Menon
Authorized Signatory

Encl: CTC Statement

I have read the above terms and Conditions and I accept the same.

Yamuna Murmu
(Ms. Yamuna Murmu)

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001 TEL : (91-22) [illegible] FAX : (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BEHIND CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051 TEL : (91-22) [illegible] FAX : (91-22) [illegible]
Email-id : [illegible] Website : [illegible] CIN : [illegible]

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ANNEXURE I : Compensation FY 2023 – 24

Name	Ms.Yamuna Murthy
Emp Code	94676
Location code	2064
Location	2064-Kolkata-West Bengal
Qualification	EDU
Date of Joining	26/12/2023
Date of Birth	03/03/2002

Statement Showing Existing Emoluments

Salary Components	INR
Basic	10,703
House Rent Allowance	538
Educational Allowance	0
Additional Allowance(if applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	0
Gross Earning	11,301
Employee State Insurance Corporation (ESIC)	367
Provident Fund	1,282
Employee Deposit Linked Scheme (EDLI)	63
TOTAL CTC	13,013
Gratuity	518
Mediclaim	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,531
Annual Grand CTC	162,381.72

Remarks

Subject to change as per the new Laws applicable by the Government from 1st April 2021
Payment of Gratuity will be governed as per the provisions of the Payment of Gratuity Act, at the time of separation
Your compensation is subject to tax deductions as per the Indian Income Tax rules. *The said components are discretionary and will be reflected only if opted by the employee

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : 91-22-6650 6350 FAX : 91-22-1204 2081

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : 91-22-6705 9500. FAX : 91-22-6705 9100
Email id : [illegible] Website : www.trentlimited.com CIN : [illegible]

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SERVICE AGREEMENT

AN AGREEMENT, made this 26/12/2023 BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street,Mumbai-400001 and Corporate Office at Trent House, G Block, Plot No. C60, Beside Citibank, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 (hereinafter called "the Company" which expression shall include the successors and assignees of the Company) of the ONE PART AND

Ms.Yamuna Munnu
(Here in after called "the Employee") of the OTHER PART.

WHEREBY IT IS AGREED as follows:

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 26/12/2023 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. The service of the Employee are liable to be terminated by giving 90 days' notice in writing by either party to the other party or by surrendering 90 day's salary in lieu of notice.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also execute all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Condition/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as The Company to which the services of the Employee have been loaned or transferred on allowance may appoint. During the period of his/her employment, the Employee shall, if as required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : [illegible] FAX : [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : [illegible] FAX : [illegible]
Email id : [illegible] Website : www.trentlimited.com CIN : [illegible]

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6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other impositions, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948, his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's scheme/rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company, submit himself/herself for the examination by a Medical Practitioner appointed by the Company.

10. The Employee shall –

a. Diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

b. Obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof.

c. Attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require.

d. Not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods of working, processes, trade secrets, transactions or affairs of the Company or any Company which is at all the material time may be an associate or a subsidiary of the Company.

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(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require.

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitments, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company.

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company.

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge.

(i) not, during his/her employment with the Company, wilfully waste, spoil, embezzle, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession.

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company.

(k) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODI STREET, MUMBAI - 400 001. TEL. : (91-22) 6665 8282 FAX : (91-22) 2204 0991

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL. : (91-22) 6705 9000 FAX : (91-22) 6705 9100
Email id : [illegible] Website : www.trentlimited.com CIN : L52399MH1952PLC009503

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11. While serving the Company the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) voucher, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, readers, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come in to the Employees possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or hereafter used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall furthermore co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

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TRENT

14. [illegible]

15. [illegible]

16. [illegible]

17. [illegible]

18. [illegible]

19. [illegible]

REGISTERED OFFICE [illegible]

CORPORATE OFFICE [illegible]

ATTESTED

PRINCIPAL

MANISHADAL [illegible]

TRENT LIMITED
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IN WITNESS WHEREOF the parties hereto have executed these present the day and year first above written

SIGNED AND DELIVERED
For and on behalf of by the within named
For Trent Limited

Mr. Ajay Menon

Authorised Signatory

Yamuna Murthy

(Ms. Yamuna Murthy)

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REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001 TEL : (91-22) [illegible] FAX : (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-61, BESIDE G-77 [illegible], BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051 TEL : (91-22) [illegible] FAX : (91-22) [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

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Ref: [illegible]/[illegible]/[illegible]

13/11/2023

Ms. Aisha Khatun
Kanpur Nankunda, Nonmanna

Dear Ms. Aisha Khatun,

Sub: Appointment as Sales Associate Emp No: [illegible]

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Operation to be located at 72/42 Kolkata West Bengal, on the following terms and conditions. Please refer Annexure 1, for detailed information regarding your per month/per annum emolument.

Statutory deductions, as applicable, would be collected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services 13/11/2023 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you 90 days' notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will give the Company 90 days' notice in writing or pay 90 days salary in lieu of notice.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail MBNPK2323L and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company on attaining the age of 58 years.

REGISTERED OFFICE : BOMBAY HOUSE, 24 HOMI MODY STREET, MUMBAI - 400 001. TEL: 91-22-[illegible] FAX: 91-22-[illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, FIRST RD, C-65, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL: 91-22-[illegible] FAX: 91-22-[illegible]
Email id: [illegible] Website: [illegible] CIN: L[illegible]

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5. Your current location for day-to-day work will be at [illegible] Kolkata (West Bengal). However, your services are liable to be transferred one post to another, from one department to another, from one store to another store and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulation, service conditions and benefits as applicable in the department, store and the city where you are posted.

6. It shall be your sole responsibility to get yourself relieved from existing employment if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your present employer may make against you or liabilities arising therefrom.

7. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

8. You will observe a six-day working week.

9. You are allotted Employee No.91675 and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

10. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

11. You will abide by HR policies which may be amended from time to time.

12. You will abide by POSH policies (Prevention of sexual harassment Policy) which may be amended from time to time.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL. : 91-22-6665 8282 FAX : 91-22-2204 0501

CORPORATE OFFICE : TRENT HOUSE, G BLOCK, PLOT NO. C-60, BENDSE CITY BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL. : 91-22-6705 9000 FAX : 91-22-6705 9100
Email id : [illegible] Website : [illegible] CIN : [illegible]

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The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there in.

Please acknowledge the terms and conditions as token of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct)

Thanking You,
For Trent Limited

Mr. Ajay Menon
Authorized Signatory

Encl: CTC Statement

I have read the above terms and Conditions and I accept the same.

Alisha Khatun

(Ms.Alisha Khatun)

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL. (91-22) [illegible] FAX. (91-22) [illegible]

CORPORATE OFFICE : TRENT HOUSE, G BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL. (91-22) [illegible] FAX. (91-22) [illegible]
Email id : [illegible] Website : www.trentlimited.com CIN : [illegible]

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ANNEXURE I: Compensation FY 2023 - 24

Name	Ms.Alisha Khalsa
Emp Code	[illegible]
Location code	[illegible]
Location	[illegible] Kolkata West Bengal
Qualification	[illegible]
Date of Joining	[illegible]
Date of Birth	[illegible]

Statement Showing Entitling Emoluments

Salary Components	INR
Basic	10,703
House Rent Allowance	538
Educational Allowance	0
Additional Allowance(if applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	0
Gross Earning	11,241
Employee State Insurance Corporation (ESIC)	267
Provident Fund	1,252
Employee Deposit Linked Scheme (EDLI)	52
TOTAL CTC	13,013
Gratuity	518
Mediclaim	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,531
Annual Grand CTC	162,381.72

Remarks

[illegible]

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SERVICE AGREEMENT

AN AGREEMENT made this 13/11/2023 BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street,Mumbai-400001 and Corporate Office at Trent House, G Block, Plot No. C60, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 (hereinafter called "the Company" which expression shall include the successors and assignees of the Company) of the ONE PART AND

Ms.Alisha Khakur
(Here in after called "the Employee") of the OTHER PART

WHEREBY IT IS AGREED as follows

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 13/11/2023 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. The service of the Employee are liable to be terminated by giving 90 days' notice in writing by either party to the other party or by surrendering 90 day's salary in lieu of notice.

3. The Employee shall, to the best of his/her ability, exercise and perform all his/her duties as may be required by the Company from time to time. The Employee shall also exercise all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Conditions/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if so required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001 TEL : (91-22) 6665 8282 FAX : (91-22) 2204 2081

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BEHIND CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051 TEL : (91-22) 6700 1000 FAX : (91-22) 6700 6100
Email id - investor@trent-tata.com Website - www.trentlimited.com CIN - L24243MH1952PLC008651

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6. The Employee shall not be entitled to any commissions, allowances, benefits or perquisites of any kind other than those expressly entitled to he/her by the Company.

7. Income tax and all other expenditure, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to he/her provided always that the Company shall not be liable to pay any amount of tax or other expenditure payable by the Employee which the Company may have failed to deduct on aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and the statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's rules/entitlements.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company, submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall -

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to he/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof.

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require.

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working, processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be an associate or a subsidiary of the Company;

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(h) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the conduct, work or research under the control and supervision of the Employee as the Company may require.

(i) not, without the express consent of the Company in writing, pledge the credit of the Company in order into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company.

(j) not, directly or indirectly, accept any commissions, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commissions, profits, presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall furthwith hand over the same to the Company.

(k) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge.

(l) not, during his/her employment with the Company, wilfully waste, spoil, damage, or destroy any tools, equipments, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession.

(m) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to another work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company.

(n) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries.

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11. While serving the Company the Employee shall give and devote whole of his/her work day exclusively to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) voucher, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, readers, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come in to the Employees possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or herewith used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) [illegible] FAX : (91-22) [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

TRENT

14. [illegible] the Employee [illegible] any other person or persons [illegible] employed in the service of the Company [illegible] work in relation to any process or improvement as aforesaid and if such improvements, tools or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such improvements, tools or work and shall hand over to the Company all papers, working drawings, statutes, formulae and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the event of

(i) Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

(ii) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

(iii) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

(iv) For purpose of sub-clause (iii) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. During employment with the Company, the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give to the Company 90 Days' notice in writing or 90 Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

17. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more information.

18. It is expressly agreed by and between the parties hereto that –

(i) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waive by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

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b) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee, whether committed before or at the time of the termination of the Employee's employment hereunder.

18. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

19. The Employee shall not at any time, after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly:

a) represent himself/herself as being in any way connected with or interested in the business of the Company; or

b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company.

c) either on his/her own account or for any person, firm or company solicit, interfere with or endeavour to entice away from the Company any Employee of the Company.

d) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

21. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

22. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: (91-22) [illegible] FAX : (91-22) [illegible]

CORPORATE OFFICE : [illegible] TEL.: (91-22) [illegible] FAX : (91-22) [illegible]
Email : [illegible] Website : [illegible] CIN : [illegible]

TRENT
LIMITED
a TATA Enterprise

1. Trent Limited

Trent House, G Block,

Plot No. C60, Beside Citibank

Bandra Kurla Complex, Bandra (East)

Mumbai - 400051

2. Alakha Khatun

Kismat Nakundi, Kumarara

Medinipur

West Bengal

India

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter.

23. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India. But this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

24. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

25. The Employee shall abide and conduct himself/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her.

26. The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

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MAHESHADAL RAI COLLEGE

TRENT LIMITED
A TATA Enterprise

IN WITNESS WHEREOF, the parties hereto have executed these present the day and year first above written

SIGNED AND DELIVERED.
For and on behalf of by the within named
For Trent Limited

Alisha Khatun

Mr. Ajoy Menon

Authorised Signatories

(Ms. Alisha Khatun)

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) 6665 0882. FAX : (91-22) 2204 0091

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) 6708 8000. FAX : (91-22) 6708 8100
Email id : investor@trent-tata.com Website : www.trent-tata.com CIN : L15421MH1952PLC008917

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 59B, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

LETTER OF INTENT

Dear BASANTI MURMU

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as **Retainer**, w.e.f 08-11-23 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of : 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainer your assignment would be confirmed and you would be given in writing on the same.

By signing this Intent letter below, I, BASANTI MURMU accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Basanti Murmu
Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

DGM-HRD,Admin & Compliance

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MAHISHADAL RAJ COLLEGE

COSMO BAZAAR

Ref: HR/APRL/24/1/[illegible]/01

DATE-03/04/2024

Offer cum Appointment Letter

Dear Bubli Bhunia Das

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 CSA Cashier in the employment of the company subject to your joining on or before Bubli Bhunia Das. The offer shall automatically lapse if you do not join.
Reliance Projects & Property Management Services Ltd is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as CSA Cashier in Circle R3 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. 187396/- per annum as below:

	Rs. per month
Basic	9180
HRA	4251
Conveyance Allowance	
Monthly Gross	15633
Annual Gross	187596

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 deputation or completion 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

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PRINCIPAL
MAHISHADAL RAJ COLLEGE

Authorised Signatory

Signature of the Employee:
Encl: Terms and Conditions of Employment – Annexure – I

COSMO BAZAAR

ANNEXURE - I

TERMS & CONDITIONS OF EMPLOYMENT

1. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will cease to end on the day you are found medically unfit by the Medical Officer.

2. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.

3. The address as indicated in your application for appointment shall deem to be correct for sending any communications to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.

4. All the above conditions should be reduced to the extent of absence without leave or leave without pay. Only Basic Salary shall be reckoned for computing the contribution to the Provident Fund.

5. You are required to submit the following documents, if the same have not been submitted earlier:

   i. Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials as required together with copies thereof.

   ii. Copies of your passport photographs with white background.

   iii. Copy of Passport / Ration Card / Voter's ID / Driving licence / aadhaar or any other document in proof of your residence and photo identity.

   iv. Copy of your PAN.

6. You have hereby given an objection to the Company/Or its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhar number, other Government issued ID number such as Voter ID, PAN card, DL, name, gender, date of birth, address, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organisation that Reliance Retail has appointed from time to time or engage from time to time for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / home address / vehicle address, etc.

7. You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

8. You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

9. Your No Objection will be continuous with the arrangement between the Company and any agency / organisations engaged by the Company for Reference / Antecedent Verification of your current and past employments.

10. In order to ensure the uniformity and maintenance of a good appearance before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.

11. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.

COSMO BAZAAR

12. During your tenure with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any information leakage in breach of confidentiality in any way which has occurred due to the misuse of your credentials.

13. You will be governed by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the client or Company as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the client's establishment of your posting.

14. You shall be entitled to leave and other benefits as per the rules and regulations governing client's establishment where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly holiday may be staggered and determined as per the exigencies.

15. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, accordingly at the client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered and you may be required to work in spells in the morning and evening. In case you being a female employee you shall be provided with due security escort up to your residence in case you work beyond 8 pm.

16. You will be required to work on any day of the year, including festival holidays, in the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

17. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary / affiliate of our client / customer. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

18. In normal course you shall retire from the services of the organization on attaining the age of 58 years.

19. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

   i. Return to work within 8 days from the commencement of such absence and

   ii. Give an explanation to the satisfaction of the Management regarding such absence.

20. You will be on probation for a period of Six Months from the date of your joining, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 30 Days' notice in writing by either side or payment of 30 Days Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment is liable to be terminated by giving One Months' notice in writing by either side or payment of One Month Basic Salary in lieu thereof. You shall attend duties till you are relieved from the service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

21. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, dishonesty and commission of an act involving moral turpitude, any act of indiscipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and otherwise.

22. You will be bound by the code of conduct, rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions and terms of employment.

23. You may be laid-off on payment of 50% wages on account of shortage of work, materials, electricity and similar other reasons.

24. You shall extend all cooperation to the [illegible] customers, representatives [illegible] diligently, faithfully and to the best of your skill and ability [illegible] observe the client and policies of the duties entrusted to you from time to time.

ATTESTED

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MAHESHTALA RAJ COLLEGE

COSMO BAZAAR

Annexure - II

UNDERTAKING

I, Bulti Bhunia Das hereby acknowledge and agree to the following terms and conditions in connection with my employment at

1. I understand that maintaining basic grooming and hygiene standards is essential for a positive customer experience and a professional workplace. I commit to maintaining good personal hygiene and adhering to the company's grooming guidelines.
2. I acknowledge that as an employee of Reliance Projects & Property Management Services Ltd, I am required to adhere to the company's uniform policy. I will wear the prescribed uniform as provided by the company, follow all guidelines and instructions regarding its proper use and maintenance.
3. I recognize the importance of polite and respectful communication with customers. I will consistently engage with customers in a friendly, professional, and courteous manner, actively listening to their needs and providing assistance to the best of my ability.
4. I acknowledge that my role may require me to handle cash transactions and maintain accurate records of financial transactions as part of my responsibilities. I will diligently follow company procedures for cash handling and bookkeeping, ensuring accuracy and transparency in all issues. In case of any discrepancy, the same may be recovered from my salary.
5. I understand that the store operation timings shall coincide with the timings of the retail market in which the store is located. I hereby consent to adhere to the same. I acknowledge that this is crucial for the smooth functioning of the Company, and I am prepared to contribute as necessary.
6. I am committed to maintaining a workplace free from discrimination or harassment on gender, sex, race, or any other protected characteristic. I will treat all Colleagues, Manager and Customers with fairness, respect, and dignity, and I will promptly report any incidents of discrimination or harassment that I witness or experience with the HR Department.
7. I am committed to participating in all training sessions and workshops, whether conducted virtually or in person. I acknowledge that these training opportunities are essential for my professional development and the Company's growth.

I acknowledge that I have read, understood, and agree to comply with the terms and conditions set forth in this undertaking, encompassing those outlined in my Appointment Letter, Company Policies, and procedures, subject to amendments as deemed necessary. Further I give my consent to clauses no. 8 & 9 of the terms and conditions of my Appointment Letter.

Name : BULTI BHUNIA DAS

Signature : Bulti Bhunia Das

Date : 3/04/24

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 59B, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336822173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Bandana Mandi

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 06-11-23 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc. Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainership your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I, Bandana Mandi accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Bandana Mandi
Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

DGM-HRD,Admin & Compliance

HR Manager
Arambagh Foodmart Pvt. Ltd.

Arambagh Foodmart Pvt. Ltd. Kolkata-20

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MAHESHADAL RAJ COLLEGE

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 59B, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336932173
E-mail : info@arambaghfoodmart.com

LETTER OF INTENT

Dear MAMATA MURMU

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as **Retainer**, w.e.f 02-11-23 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 /- in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc. Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainer your assignment would be confirmed and you would be given in writing on the same.

By signing this Intent letter below, I, MAMATA MURMU accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Mamata Murmu
Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

DGM-HRD,Admin & Compliance

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MAHISHADAL RAJ COLLEGE

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 666, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Mujlepha Khatun,

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 09/12/2023This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainership your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I,Mujhlepha Khatun accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Mujlepha Khatun
Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

Arambagh Foodmart Pvt. Ltd. Kolkata-20

DGM-HRD,Admin & Compliance

HR Manager
Arambagh Foodmart Pvt. Ltd.

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Ref: TRE/Jan/2024/94614

26/12/2023

Ms. pallabi Mishra
kalchuranpur sreudkhali kalchuranpur, purba medinipur

Dear Ms.pallabi Mishra,

Sub: Appointment as Sales Associate Emp No: 94614

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Operation to be located at 2064-Kolkata-West Bengal, on the following terms and conditions. Please refer Annexure 1, for detailed information regarding your per month/per annum emolument.

Statutory deductions, as applicable, would be effected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services 26/12/2023 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you 90 days' notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will give the Company 90 days' notice in writing or pay 90 days salary in lieu of notice.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail GXYPM7613K and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company on attaining the age of 58 years.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: (91-22) [illegible] FAX : (91-22) [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, FIRST MID CAS, BESIDE CITI BANK, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: (91-22) [illegible] FAX : (91-22) [illegible]
Email id : [illegible] - Website : www.trentlimited.com CIN : [illegible]

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5. Your current location for day to day work will be at Child Institute West Bengal. However, your services are liable to be transferred and/or post to another, from one department to another, from one states to another states and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulations, service conditions and benefits as applicable to the department, states and/or city where you are posted.

6. It shall be your sole responsibility to get yourself relieved from earlier employment if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your personal employers may make against you or liabilities arising therefrom.

7. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

8. You will observe a six-day working week.

9. You are allotted Employee No [illegible] and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

10. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

11. You will abide by HR policies which may be amended from time to time.

12. You will abide by POSH policies (Prevention of sexual harassment Policy) which may be amended from time to time.

We welcome you to our Organisation and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

REGISTERED OFFICE: [illegible]
CORPORATE OFFICE: [illegible]

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The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there in.

Please acknowledge the terms and conditions as token of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct)

Thanking You,
For Trent Limited

Mr. Ajay Menon
Authorised Signatory

Encl: CTC Statement

I have read the above terms and Conditions and I accept the same.

Pallabi Mishra
(Ms pallabi Mishra)

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ANNEXURE I : Compensation FY 2023 - 24

Name	Mukherjee Monica
Emp Code	94634
Location code	2004
Location	2004-Kolkata-West Bengal
Qualification	EDM
Date of Joining	26/12/2023
Date of Birth	15/03/1997

Statement Showing Existing Emoluments

Salary Components	INR
Basic	10,193
House Rent Allowance	509
Educational Allowance	0
Additional Allowance(if applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	0
Gross Earning	11,301
Employee State Insurance Corporation (ESIC)	397
Provident Fund	1,292
Employee Deposit Linked Scheme (EDLI)	53
TOTAL CTC	13,013
Gratuity	518
Mediclaim	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,531
Annual Grand CTC	162,381.72

Remarks:

Subject to change as per the new Laws applicable to the Government from 1st April 2021
Payment of Gratuity will be provided as per the provisions of the Payment of Gratuity Act, at the time of separation
Your compensation is subject to tax deductions as per the Indian Income Tax Laws *The said components are discretionary and will be reflected only if opted by the employee

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODI STREET, MUMBAI - 400 001 TEL : (91-22) 6665 8282 FAX : (91-22) 204 5081
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BEHIND CITI BANK, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051 TEL : (91-22) 6705 9500 FAX : (91-22) 6705 9505
Email id - secretarial@trent-tata.com Website - www.trentlimited.com CIN - L15109MH1952PLC008651

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SERVICE AGREEMENT

AN AGREEMENT, made this 26/12/2023 BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street,Mumbai-400001 and Corporate Office at Trent House, G Block, Plot No. C60, Beside Citibank, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 (hereinafter called "the Company" which expression shall include the successors and assignees of the Company) of the ONE PART AND

Ms.pallabi Mishra
(Here in after called "the Employee") of the OTHER PART.

WHEREBY IT IS AGREED as follows

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 26/12/2023 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. The service of the Employee are liable to be terminated by giving 90 days notice in writing by either party to the other party or by surrendering 90 day's salary in lieu of notice.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also execute all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Condition/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if so required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

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6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to he/her by the Company.

7. Income tax and all other expenditures, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to he/her provided always that the Company shall not be liable to pay any amount of tax or other expenditure payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's scheme/rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company, submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall –

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to his/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof;

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require.

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working, processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be, an associate or a subsidiary of the Company.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001 TEL : 91-22-[illegible] FAX : 91-22-[illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051 TEL : 91-22-[illegible] FAX : 91-22-[illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

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(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require;

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company;

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company;

(h) inform the company without delay of any delinquency on the part of any other employee of the Company that may come to the Employee's knowledge;

(i) not, during his/her employment with the Company, wilfully waste, spoil, embezzle, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession;

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company;

(k) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries;

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11. While serving the Company the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) voucher, books, documents, papers, notes, charts, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, readers, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come in to the Employees possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or hereafter used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

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14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) conducts any experiment, tests or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulate and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of

a) Any act of dishonesty, disobedience, insubordination, unruliness, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

c) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

d) For purpose of sub-clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. During employment with the Company the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give to the Company 90 Days' notice in writing or 90 Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

17. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more information.

18. It is expressly agreed by and between the parties hereto that –

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waive by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

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(c) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee whether committed before or at the time of the termination of the Employee's employment hereunder.

19. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 13 of this Agreement.

20. The Employee shall not at any time, after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly-

(a) represent himself/herself as being in any way connected with or interested in the business of the Company; or

(b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company;

(c) either on his/her own account or for any person, firm or company solicit, interfere with or endeavour to entice away from the Company any Employee of the Company;

(d) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

21. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

22. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address:

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TRENT LIMITED
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1. Trent Limited

Trent House, G Block,

Plot No. C60, Bandra Citibank

Bandra Kurla Complex, Bandra (East)

Mumbai - 400051

2. [illegible] Mishra

Kalichurampur [illegible] Kalichurampur, [illegible] Hooghly

Kalichurampur

West Bengal

India

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter.

23. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India. that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

24. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

25. The Employee shall abide and conduct himself/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her.

26. The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned hereinbelow.

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In WITNESS WHEREOF, the parties hereto have executed these presents the day and year first above written.

SIGNED AND DELIVERED
For and on behalf of the within named
For Trent Limited

Pallabi Mishra

Mr. Ajay Menon

Authorised Signatory

(Mrs. Pallabi Mishra)

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MAHISHADAL RAJ COLLEGE

REGISTERED OFFICE : [illegible]

CORPORATE OFFICE : [illegible]

[illegible]
CIN: U74110WB2019PTC229448
(Formerly known as Bizen Merchandise Private Limited)
Registered Office:
PS Srijan Corporate Park, Office No. 1102, 11th Floor, Tower 1
Plot G 2, Block GP Sector V, Salt Lake, Kolkata, 700091, West Bengal, Ph: [illegible]
Email: legal@baazarundkgfs.com

Baazar

Appointment Letter

Private & Confidential

Date	01 Dec 2023
Code	[illegible]
Name	Farmin Khatun
Address	Tajpur East Mohapara, Tajpur, East Midnapore, Tajpur, East Midnapore, West Bengal, [illegible]
Contact No	9641211574
Email Id	khatunparmin@gmail.com
DOB	10-May-2005

Dear Farmin Khatun

We are pleased to inform you that your recent application and the subsequent interviews you had with us [illegible] successful. We hereby appoint you as **Associate - Retail Operations** department in Baazar Retail Private Limited.

This letter of appointment is subject to terms and conditions attached herein (**Appendix A and Appendix B**). The Company reserves the right, at its sole discretion, to add, alter and/or amend your Role and Responsibilities periodically from time during your employment with us.

The terms of appointment are as follows:

1. Commencement of Employment:

This appointment commences from **01-Dec-2023**
You will not be paid any salary in case you leave the services of the company within [illegible] days of your joining on your own accord. However, if the management terminates your services, you will be paid for the number of days present and working upto the date of termination.

2. Place of Employment:

Your place of posting will be **Registered Office: PS Srijan Corporate Park, GP Block, Salt Lake, Sector 5 Kolkata 700091 West Bengal** or any one of the stores of **Baazar Retail Private Limited** and/or Warehouse / Logistics of the company. However, the Company reserves the right to transfer you either temporarily or permanently, to any other place of business of the Company in the country or overseas. It is hereby clarified that in the event of the transfer to any other location in pursuance of his employment, you shall not be eligible for any additional remuneration or relocation allowance or benefit other than as expressly specified in writing by the Company. Your work schedule will be as specified by the Company's standard policy for that financial year.

3. Compensation & Benefits:

Your consolidated annual CTC shall be **138096/-** (One Lacs Thirty Eight Thousand Ninety Six Rupees)
The component-wise break-up of your compensation is indicated in Appendix A of this letter.
You will not be entitled to any other remuneration / benefits / amenities other than what is stated herein, unless specifically authorised by a separate written order of the management.

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MAHISHADAL RAJ COLLEGE

parmin Khatun

[illegible]
(CIN) [illegible]
(Formerly known as Baazar Merchandise Private Limited)
Registered Office
[illegible] Corporate Park, Office No. 1103, 11th Floor, Tower-1
Plot G-2, Block GP, Sector-V, Salt Lake, Kolkata, 700091, West Bengal, Ph. [illegible]
[illegible] Email: [illegible]

Baazar

4. Probation:

You will be on probation for a period of [illegible] months from the date of joining. Based on your performance, the probation can be extended / terminated / confirmed to a mutually [illegible]
On successful completion of your probation period, you shall be given another confirming you as a regular employee of the Company, until and unless the company shall give you a written confirmation, your services shall continue to remain under probation. During Probation Period your appointment can be terminated by either party giving 15 days notice or salary [illegible]

Appendix B [illegible] the broad terms and conditions of service governing your employment with the Company. These are subject to change from time to time. You will be expected to carefully read and keep yourself abreast of the policies of the Company as announced / amended from time to time. These amendments shall be binding on you immediately on its publication or effective date of any amendment. It is important to note that the Company has a documented Human Resource Policy (the "HR Policy"). The HR Policy inter alia contains various important provisions, for e.g. leaves, notice period etc. which are applicable to all employees. Such provisions of HR Policy shall, by reference, be deemed to be part of your employment contract with the Company and you shall always be bound by the same. As an employee of the Company, you are requested to go through the HR Policy and other policies or any amendment thereto carefully to fully understand these provisions and its implication on your employment with the Company.

5. General:

a. We trust that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for removal from service without notice.
b. These employment terms supersede and replace any existing agreement or understanding, if any, between the company and you relating to the same subject matter.
c. Our institution is an equal right employer, value based and each of your action should always reflect this attitude in spirit and action.
d. You will not either directly or indirectly engage yourself, either full time or part time, elsewhere in any job, profession or business of any nature during the tenure of your employment with the company.
e. This appointment is valid subject to:
   - Your pre-employment medical examination report which declares you to be medically fit.
   - Your furnishing at the time of joining, documents in proof of your having been relieved by your present employer.
   - Our receiving satisfactory references on your background verification.

In the event of any inconsistency between this employment contract and the HR Policy, the provisions of HR Policy shall supersede.
To confirm your acceptance to this agreement, please initial all the pages and put your signature on the declaration at the last page of this agreement and return to us the duplicate copy of the entire agreement duly initialed and signed.
It is our pleasure, once again to welcome you at **Baazar Retail Private Limited** and we look forward to a mutually rewarding association.

Yours Faithfully,
For **Baazar Retail Private Limited**

Authorised Signatory

Parvin Khatun

Warehouse & Logistics Office
Allgov Industrial Warehouse Park, Khatian No. 5225 J (Ab) 83
Mouza: Dankuni Sil, Post Office-DCC, Police Station-Dankuni
District: Hooghly, Pin: 712310 West Bengal

Allowances

TOTAL GROSS

Deductions

TOTAL DEDUCTION

Monthly Take Home

Yearly Gross

Gross Payroll Benefits

Cost To Company p.a

Cost To Company p.m

Parmin Khan

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Appendix B
General Terms & Condition

1. **Verification**

Your employment in the Baazar Retail Private Limited ("Company") is subject to satisfactory verification of your certificates, testimonials, and personal particulars/ credentials. The Company reserves the right to get a background check (including criminal history record search, education and employment, and personal details verification) conducted on you, which you explicitly agree to, whether done directly by us or through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Company or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice or compensation.

2. **Date of Birth**

You will be bound by the date of birth declared and captured in the contract of employment for all service matters with the Company, including your retirement age. Though at this time the Company has accepted this as your date of birth on the basis of your statement and the documents you have provided, the Company may at any time call upon you to furnish additional proof thereof as deemed appropriate.

3. **Retirement Age**

The retirement age from the services of the Company is **58 years.**

4. **Retirement/ Separation Benefits**

You will be entitled to gratuity benefits as per the Payment of Gratuity Act, 1972.

5. **Nationality**

You confirm that you are an Indian national and holding valid Indian citizenship document such as Passport,Aadhar etc and are thus exempt from any additional work authorisation to work in India.

However, if you are a non-Indian holding a foreign passport, you will be required to demonstrate that you have the necessary authorisations for working in India by submission of relevant documents. It will be your responsibility to ensure that throughout your employment with Baazar Retail Private Limited your work authorizations including but not limited to any statutory registrations etc are up to date and you shall hold Baazar Retail Private Limited harmless and indemnified against any act or omission on your part in this regard. In case the work authorisation ends during the course of your employment with Baazar Retail Private Limited your contract with Baazar Retail Private Limited will be deemed to be terminated.

6. **Working Hours**

The working hours of the Company has been provided in the HR Policy. Your work is of continuous responsibility and you will be expected to complete your assigned duties within the required time frame.

7. **Leave**

Your annual leave entitlement will be as provided in the HR Policy of the Company as amended from time to time.

Initial of Intimo/Employee: Parvin Khatun

8. **Medical Fitness**

This offer of employment is subject to your self-declaration that you are medically fit to work. In case, at any time in future, it is found that you are not medically fit to discharge your duties diligently and efficiently on a continuous basis, your services are liable to be terminated. The decision taken by the management in this regard, taking into consideration the Medical Report, shall be final and binding on you.

As a measure to ensure the health and safety of its employees, the management reserves the right,

a. To suggest periodical medical assessment and/or production of such fitness report to the company
b. To conduct non-invasive screening measures like temperature checks which would be conducted only during the extraordinary situations such as COVID-19 outbreak or similar outbreak in future
c. To report the suspected cases to competent health authorities in good faith
d. To know firsthand information of communicable disease such as COVID-19 occurrence or symptoms from its employees etc.
e. To allow an employee who has been infected and recovered, to resume office again
f. To encourage and/or mandate work from home including the right to take disciplinary action if an employee is not performing his/her assigned duties, while working from home.

9. **Reimbursements**

The Company will reimburse you on actuals for any reasonable and necessary expenses incurred by the you in the course of your work, provided that such expenses are approved in advance in writing by your immediate superior. You shall provide the Company with such vouchers and other evidence of actual payment of such expenses as the Company may reasonably require.

10. **Increments & Promotions**

The Company will conduct regular performance reviews to evaluate your performance and contribution to the Company, and to ascertain your capability to execute the role and responsibilities entrusted to you by the Company.

Your overall performance will be evaluated by the Company's management and any promotions and/or increments may be declared, as deemed appropriate by the Company, based on the evaluation.

11. **Posting & Transfer**

Your place of posting shall be as indicated in the first page of this Contract of Employment and you agree to be transferred in such capacity as the Company may from time to time determine. In such a case, you shall be governed by the specific terms and conditions applicable to your new location.

12. **Secondment**

Your job may entail you to proceed, from, time to time, on assignments at stations outside your place of posting and stations overseas. Based on exigencies of work and at the discretion of the Company your services may also be transferred to any store / warehouse / office of the Company or seconded to any of its associate Company in India or abroad or to any office of the Company abroad. In such event you will be governed by the transfer and secondment rules framed by the Company and / or by such associate Company in this respect. In the event of your transfer and / or secondment you will also be governed by the specific terms and conditions applicable to your new location. You will be

Initial of Joinee/Employee Parmin Khan

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responsible to remain compliant with all applicable immigration/ visa and foreign exchange rules in this regard.

13. Confidentiality

Maintaining confidentiality is a condition to your employment. During your employment, you will not store, possess, use or disclose confidential personal/ sensitive information or data (including those from any of your previous employment(s) with other organizations) in an unauthorized manner. You shall not bring any such information or data into the Company.

You acknowledge that you will have access to confidential information. You acknowledge that the confidential information is the valuable property of the Company and is critical to its business of the Company. You shall forever hold the confidential information in confidence and shall not publish, disclose or disseminate, at any time, to any person, or use for any purpose any confidential information other than such purposes as shall be required to fulfil your duties with the Company, or remove any confidential information, in whole or in part, from the Company's premises, without prior written permission.

You shall observe utmost confidentiality and secrecy of any and all information received by you or entrusted to you in the course of your employment and you shall at all times, whether during or after the termination of your employment, act with utmost fidelity and not disclose or divulge such information to a third party or make use of such information for your own benefit.

Upon termination of your employment, you will immediately surrender to the Company, all files, books, magazines, reports, documents, manuals, audio and video tapes, discs and any other knowledge data bases entrusted to you in the course of your employment.

You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copy righted material which is the property of the company - for your own benefit or for the benefit of any third party - either during the course of your employment or after your separation.

14. Intellectual Property

You acknowledge and agrees that your Contribution to the business of the Company as well as any portion thereof shall be the sole property of the Company from date of creation thereof, and you hereby assigns the same in favour of the Company irrevocably, unconditionally and in perpetuity.

For the purpose of this Clause: "**Contribution**" means Intellectual Property or parts thereof, conceived, developed, or otherwise made by you, alone or jointly with others and in any way relating to the Company's present or proposed products, programs or services or tasks or projects assigned to you, or for the Company's clients during the term of you engagement with the Company.

"**Intellectual Property**" means in relation to the Company all trademarks, service marks, logos, patents, domain names and utility models, copyrights, inventions, brand names and business names and any similar rights and the benefit (subject to the burden) of any of the foregoing (in each case whether registered or unregistered and includes applications for the grant of any of the foregoing and the right to apply for any of the foregoing in any part of the world).

15. Non-Compete And Non-Solicitation

During the Term and for a period of 2 (two) years thereafter, the Employee, shall not carry on or engage in, directly or indirectly, whether through partnership or as a shareholder, joint venture partner, collaborator, consultant or agent or in any other manner whatsoever,

Initial of Either Employee Parvin Khatun

the business of any other legal entity which competes, directly or indirectly, with the business of the Company.

During the Term, and for a period of 2 (two) years thereafter, the Employee, shall not directly or indirectly, attempt in any manner solicit or entice away or attempt to solicit or entice away (or authorise the taking of any such action by any other person) any potential investor, employee, representative and/or consultant who has been engaged with the Company.

16. Cessation of Employment

During the tenure of this employment (upon confirmation), your employment may be terminated by either party giving notice as given below or a Gross Salary, in lieu thereof for the notice period, during which period the Employee shall be on the rolls of the Company and shall be required to perform his/her duties, obligations and responsibilities in accordance with the provisions of this Letter. The Company shall have the right to waive the Notice or any period of the Notice by paying the Remuneration to the Employee for such period in lieu thereof.

The notice period for termination of employment by either side for the various levels shall be as specified in HR Policy of the Company. As per the aforesaid policy, the current notice period for the various levels is set out below.

Position	Notice Period
Associate Vice President & Above	90 Days
Senior General Manager	
General Manager	
Deputy General Manager	
Assistant General Manager	60 Days
Senior Manager	
Manager / Store Manager	
Deputy Manager / Assistant Store Manager	
Assistant Manager / Department Manager	
Executive	30 Days
Associate / Senior Associate / Associate Support	
Probationer	15 Days

However, the period that is prescribed on the date of giving notice shall apply.

Any leave availed must be compulsorily, properly authorized and documented as per the Company Policy. In the event an unapproved/unauthorized leave for greater than 10 (Ten) days, the same shall be treated as breach of employment terms and voluntary abandonment of your employment services with the Company. Under such circumstances the Management reserves the right to take necessary disciplinary action towards such misconduct including but not limited to permanent termination of employment services.

17. Termination without notice

The Company may terminate / suspend your services at any time immediately without giving written notice or salary payment in lieu of that notice to the employee, if it has been alleged and prima facie established through preliminary enquiry (Internal/External) of any indicative events below. If so, you may not be allowed to retire or resign during the period that such enquiry is under contemplation or in progress.

(i) misconduct (ii) repeated misconduct (iii) breach of instructions by an employee (iv) failure to safeguard the assets of the Company (v) activities which bring the Company into disrepute (vi) any furnished declaration is false (vii) the employee is found to have wilfully suppressed any material information default or (viii) breach of this Letter, which default where curable, is not cured within 7 (seven) days of the Company informing the Employee

Initial of Joiner/Employee Tasmin Khatun

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of such breach; (ix) failure by the Employee to perform its duties towards the Company in accordance with the terms hereof and the Policies (x) criminal conviction by court of law (xi) failure to adhere to HR Policy and Code of Conduct, office procedures, rules and regulations that may be in force from time to time or (xii) where situations warrants action outside this list of events

Upon the termination of the employment with the Company for whatever reason, you will be required to undergo the exit clearance procedure as per the HR policy of the Company including return, without delay or demur, to the Company all its property of every nature and description including but not limited to personal computers, software, manuals, identity cards, uniform and all other items belonging to or issued by or on behalf of the Company in the course of or in connection with the Employee's employment with the Company. On the termination date, the Employee shall sign and deliver to the Company such declarations as the Company may reasonably require.

18. **Exit formalities**

Before termination of employment, you will be required to complete exit formalities and sign necessary forms in this regard, as per the policies of the Company.

You will be required to return to the Company, all documents, including copies thereof and property including but not limited to corporate expense card, fuel card, mobile phone, motor vehicle, IT equipments etc., where applicable, before your last working day in order to obtain release. You are also specifically restrained from keeping copies or extracts of any of the Company's documents with you, after your release from the services of the Company, except under specific written permission from the Company.

As part of your exit formalities, you have to provide in writing to the Company that you have not retained any data/ confidential information relating to the Company and that you will be personally liable to the Company in the event that it is found that any data/ confidential information was nevertheless retained by you. This liability shall remain whether or not any such data/ confidential information is later disclosed by you.

You as an employee explicitly agree that your final settlement of dues shall happen only after completion of the aforesaid formalities and first adjusting all dues under whatsoever head then due to the Company. In case of shortfall in the amounts to be recovered, you shall forthwith settle the remaining amount without demur or protest. The exit formalities shall be kept in abeyance till the deficit amount is paid in full.

19. **Code of Conduct**

The Code of Conduct Policy addresses how employees in the Company should behave and conduct business in a wide range of settings and situations. It is your responsibility to adhere to enforce the Code of Conduct and other Company policies consistently and appropriately as amended from time. You are expected to carefully read the Code of Conduct, the full text of which is available with HR Team and to keep yourself abreast of any amendments thereto as may be made from time to time. You are expected to bring any code of conduct related issue/ clarification/ grievance to the notice of the designated HR Team.
For further details please refer to HR Policy as amended from time to time.

20. **Protection of Computer Software/ Company's Assets**

The Company has a strict policy prohibiting the unauthorized reproduction or use of computer software purchased or licensed from an outside vendor. You will not bring into the Company, or use, any unauthorized or unlicensed software. You will be required to sign a declaration annually that you are complying with this policy. Where applicable, you shall be provided with a HAPPAY Card for expenses, mobile phone, etc., All these shall at all times remain the Company's property/ assets, and they must be returned to the Company on termination of employment or whenever requested by the Company or

Initial of Intimate/Employee Tasmin Khatun

deployment of in accordance with the policies and directions under which they are issued.

You will be provided with access to a computer for your business use in the office. If you are allocated a portable computer for use with your work, you are required to take additional responsibility for the physical security of the equipment as well as the information stored thereon. You must make yourself aware of and comply with the Company's relevant policies and procedures applicable to usage of the Company's computer equipment, including the Company's policies on the appropriate use of email and the internet. You acknowledge and agree that the Company reserves the right to monitor your usage of the Company's computer(s) and IT systems/ resources towards ensuring that there is no unauthorized usage thereof.

21. Exclusivity

During the continuance of your employment with the Company, it is a condition of your employment that you will not engage yourself in any other trade, business or occupation, including private practice and consulting, without obtaining prior written permission of the Company.

22. Wrongful Dissemination

You must not host, display, upload, modify, store, make available or transmit, publish, upldate or share in or through the Facilities of the Company or otherwise any information or material which:

- belongs to another person to which you have no rights and/or which infringes any person's intellectual property rights;
- is or is likely to be perceived as defamatory, threatening, misleading, offensive or inappropriate, or materially misrepresents facts;
- contains any virus, harmful component or corrupted data or any other computer code, files or programs designed to interrupt, destroy or limit the functionality of the computer resources and Facilities of the Company;
- contains any unlawful advertising, promotion or solicitation;
- violates any applicable law or regulation;
- is grossly harmful, harassing, blasphemous, defamatory, obscene, pornographic, pedophilic, libelous, invasive of another's privacy, hateful, or racially, ethnically objectionable, disparaging, relating or encouraging money laundering or gambling, or otherwise unlawful in any manner whatever;
- is grossly offensive or menacing in nature;
- impersonates another person.

23. Representations & Warranties

You acknowledge that you are competent and free to execute this Letter. This Letter when executed and delivered by you will constitute a valid and legally binding obligation, enforceable in accordance with its terms.

The execution, delivery and performance obligations set out in this Letter by you does not and will not conflict with, result in a breach of or default under any applicable law in India, or any order, writ, injunction or decree of any court or governmental authority having competent jurisdiction, or any agreement, arrangement, contract, understanding, written or oral, to which you are a party.

The credentials and information provided by you to the Company with respect to your qualifications and ability to perform the duties, responsibilities and obligations under this Letter are true and correct.

You are medically fit to perform the duties and obligations in accordance with the terms of this Letter and have furnished to the Company a certificate of medical fitness, issued by a

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Initial of Joiner/Employee Jasmin

doctor or medical officer in the form acceptable to the Company.

You have disclosed all material and relevant information which may either affect your employment with the Company currently or in the future or may be in conflict with the terms of your employment with the Company, either directly or indirectly.

24. Duties & Obligation

a. You shall be entrusted with duties as may be indicated to you by the Management / Board from time to time.
b. You shall be required to comply with all operating Policies (as defined below), procedures and practices of the Company as regards your duties.
c. You shall devote your whole working time, attention and energies to the business of the Company as may be necessary and will use your best endeavours to promote the interest and welfare of the Company.
d. You shall not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or Policy of the Company or exceed the authority or discretion vested in himself without the previous sanction of the Company.
e. You shall avoid any action which may result in a conflict between your personal interests and the interests of the Company in dealing with suppliers, customers and any organizations or individuals doing or seeking to do business with the Company.
f. You shall avoid any interaction with the media, electronic, print or otherwise, on behalf of the Company unless specifically authorized by the Company in this regard.
g. During the Term, you shall not directly or indirectly engage yourself in any other business, occupation or employment, whether or not such activity is pursued for profit, gain or otherwise and you shall not render any other commercial or professional services or participate in any other commercial activity whether on a full time or a part time basis.
h. You shall perform and discharge all duties and functions assigned by the Company in a faithful, competent and professional manner.
i. You agree to maintain proper discipline, dignity and decorum during the course of your employment with the Company.
j. You agree and undertake that you shall not either directly or indirectly receive or accept for your benefit any commission, rebate, discount, gratuity, money or gift from any an individual, firm, company or any other legal entity having or who hashad any business connection with the Company as well as from any employee/official of the Company (other than the your regular compensation).
k. You agree that you have no objection in the Company or its affiliates sharing his personal information and documents including but not limited to Aadhar Card, Voter ID, PAN card, Passport , name, gender, date of birth, addresses, mobile number, email, educational records and employment records with any reference/ antecedent verification organization appointed by the Company for the purpose of background checks and verification of the employees of the Company.
l. You undertake that you have been given the opportunity to read the terms and conditions of the various policies, procedures and processes of the Company (collectively the "**Policies**") including but not limited to the Leave and Attendance policy. You further undertake that you will be bound to all the terms and conditions of the Policies and any violation thereof shall subject you to appropriate disciplinary proceeding(s). The Company's decision on all such matters shall be final and binding on you. You understand that such Policies are subject to review and may be modified periodically and all such modified Policies shall be applicable to you.

25. Indemnity

Without prejudice to any other right available to the Company under any prevailing Law or contract or in equity, you shall compensate, indemnify, defend and hold harmless the Company, its affiliates, directors, employees and officers (collectively, the "Indemnified Parties") from and against any and all losses, liabilities, damages, deficiencies, demands

Initial of Joiner/Employee Faramin Khatun

claims (including third party claims) actions, of any kind or other costs or expenses (including, without limitation, reasonable legal fees) ("Losses") incurred or suffered by imposed upon or asserted against the Indemnified Parties based upon or arising out of or in relation to or otherwise in connection with the following on your part: (i) any inaccuracy in any of the representations contained in this Letter; and/or (ii) breach of any covenants, undertakings or obligations under this Letter; and/or (iii) non-compliance of any applicable laws.

26. Dispute Resolution

If any dispute arises between You and the Company (hereinafter individually referred to as "Party" and collectively referred to as "Parties") during the subsistence of this Letter or thereafter, in connection with the validity, interpretation, implementation or alleged breach of any provision of this Letter or regarding a question, including the question as to whether the termination of this Agreement by one Party hereto has been legitimate, the Parties hereto shall endeavour to settle such dispute amicably. The attempt to bring about an amicable settlement is considered to have failed as soon as one of the Parties hereto, after reasonable attempts which attempt shall continue for not less than 30 (thirty) days ("Discussion Period"), gives a notice thereof to the other Party in writing.

In case of such failure, either Party may refer the dispute to a sole arbitrator appointed by the Company. If the Parties fail to jointly appoint an arbitrator within 30 (thirty) days after the end of the Discussion Period, the arbitrator shall be appointed in accordance with the Arbitration and Conciliation Act, 1996. The arbitration proceedings shall be governed by the Arbitration and Conciliation Act, 1996.

The place and seat of the arbitration shall be Kolkata, India. The arbitration proceedings shall be governed by the laws of India. The proceedings of arbitration shall be in the English language. The arbitrator's award shall be substantiated in writing. The arbitral tribunal shall also decide on the costs of the arbitration proceedings. The award shall be final and binding on the Parties.

Yours Faithfully,

For Beazar Retail Private Limited

Authorized Signatory

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Initial of Juniee/Employee Jasmin Khatun

DECLARATION

By signing this agreement, I hereby completely acknowledge and agree that I have carefully read and understood the above agreement (including the attached terms and conditions thereto) and accept the same unconditionally. I will make myself fully aware of, and be bound by, the rules and regulations of the Company as amended from time to time. In particular, I declare that

a) I will furnish original copies of my certificates, testimonials, and other necessary documents, on demand.

b) I acknowledge and agree to the Company reserving the right to get a background check conducted on me either by itself or through a third-party agency. In furtherance thereof, I hereby authorize the Company to collect and retain copies of my personal particulars (including educational certificates, copies of passport, driving license, PAN card, voter identification card etc) either directly or through a third party agency.

c) There are no ongoing or pending criminal cases/ criminal liabilities on me nor have I ever been convicted of any criminal offence.

d) I am not in possession, in an unauthorized manner, of any confidential, sensitive, or personal information/ data/ material of any other Company or individual (collectively "Sensitive Data"). I shall not bring any Sensitive Data into the Company and shall not use any such Sensitive Data in an unauthorized manner, during or after my tenure with the Company.

e) I shall not commit, or cause to commit, any act or omission, which I believe to be illegal or against the Company's Code of Conduct and/or Policies.

f) In the event of any willful or intentional misconduct, fraud, dishonesty, or breach of confidentiality on my part, I will personally be liable to the Company.

Parmin Khatun
Signature

Date
03.01.24

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Initial of Joiner Employee Parmin Khatun

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174817
GSTIN : 19AAFCA2551K1ZG
REGISTERED OFFICE : MOUZA TELINARA, PLOT NO. 787, ARAMBAGH-712601
PRINCIPAL OFFICE : 58B, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 6296223173
E-mail : info@arambaghfoodmart.com

LETTER OF INTENT

Dear PRATIMA BERA

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as **Reliever** w.e.f. 01.11.23 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you satisfy the period of internship.
- Depending on your performance, the period of internship is liable to be extended.
- During the period of internship you would be paid a consolidated lump sum fee of 10000/- (in INR).
- You will be entitled to receive Reliever fee and performance related allowances after completing one month of FY of the assignment.
- During the internship period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, clients, business associate etc. Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of reliever your assignment would be confirmed and you would be given in writing on the same.

By signing this Intent letter below, I, PRATIMA BERA, accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Pratima Bera

Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

DGM-HRD,Admin & Compliance

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
C.I.N-U74900WB2009PTC135617

Date: 08/10/23

JOINING GUIDELINES

To,

Dear, Mr./Mrs./Ms. SAMPA MANDI

With reference to your subsequent interview with us, we are pleased to offer you a post of RETAIL SALES ASSOCIATE in our organization Metro Retail Pvt. Ltd.

Points to be understood and abided:

1. Your Gross Monthly salary will be Rs 9000/- per month.
2. Your date of reporting will be 08/10/2023
3. Your Reporting location will be DANKUNI but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party **giving 15 (Fifteen) days' notice or 15 (Fifteen) days** Gross Salary, in lieu thereof.
4. During the course of the service, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration.
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (if any) / Voter Card / PAN Card / Blood Group /2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID card and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine" wherein both in & out punch is mandatory.
8. You are required to submit the leave application for any absent/leave in hard copy apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without information for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will not be entitled for any PL credit in your account. You will be entitled for CL & SL after 6 months of your joining on pro rata basis.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

10. You will have to submit the Mobile phone during the duty hours with the store mgt. & you will have to perform duties as per Store Shift schedule.
11. You will be eligible for staff discounts only after 3 months from your joining date on a day fixed by management from time to time.
12. Your Resignation letter need to be submitted in Hard copy, which is mandatory.
13. You will be eligible for the appointment letter post probation period.
14. You have to deposit your Staff uniform and Id Card to the Store Manager at the time of resigning from the job, otherwise an amount of Rs.300/200 will be deducted from your salary.
15. You are required to update the store manager for any changes in your personal details, (Like change in Name / Mobile No. / Address / Marital Status) through a new enrollment Form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The quantum and timings of future increments or promotion shall be based, among other things and Circumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your services and you will not be entitled to any further remuneration whatsoever from the date of such termination of service. If at any time in management's 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 company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Metro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sincerely,

For Metro Retail Pvt. Ltd.

Store Manager

I have read the terms and conditions of the offer and unconditionally accept the same.

Signature: Sonya Jamadi

Date: 5/10/2025

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 197, ARAMBAGH-712601
PRINCIPAL OFFICE : 59B, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

LETTER OF INTENT

Dear SUBIPA DAS

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as **Retainer**. w.e.f 18-10-23 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainer your assignment would be confirmed and you would be given in writing on the same.

By signing this Intent letter below, I, SUBIPA DAS accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

ATTESTED

Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

PRINCIPAL
MAHESHADAL RAJ COLLEGE

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 598, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Ashutosh Murmu,

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 2/11/2023 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainership your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I,Ashutosh Murmu accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Ashutosh Murmu
Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

Arambagh Foodmart Pvt. Ltd. Kolkata-20

DGM-HRD,Admin & Compliance

HR Manager
Arambagh Foodmart Pvt. Ltd.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

AB-CO/OFF/041221

30th April 2024

Mr /Miss Arnab kanti Bhunia ,

Dear Arnab,

With reference to our discussions, you had with us, we are pleased to offer you an appointment as **Junior Officer in the Operations Department at RLO at Absolute Barbeque Pvt Ltd Chennai location.**

You are required to report for duties on **07th May 2024** otherwise this offer will be automatically cancelled. Please bring the original & photocopies of the following documents.

- All educational certificates.
- Six no 's of passport size.
- Original of Driving License or pan card.
- Original of Aadhar Card is mandatory.
- Bank Passbook or Cheque book of your personal Bank Account. The Bank Account should have your name as per your AadharCard.

You shall be entitled to a salary **Take home 10,000+ 1,500 ,in hand 11,500 per month.** Also, you will be eligible for Free **Food which includes, breakfast, lunch and dinner, Mediclaim for Self and leaves & Other benefits as per policy and Free Accommodation till LO.**
You will be eligible for promotion after Six month of Service basis on your performance.

Please return the duplicate copy of this letter as a token of acceptance of our offer.

Note- Rs 1500/- DBT amount credit after 10 to 15 days of salary credit.

Thanking you,
From, Absolute Barbeque Pvt Ltd **Accepted** Arnab Kanti Bhunia

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

COOL COLORS.
CASUALS

FORM Q

APPOINTMENT ORDER

1. Name & Address of the Establishment	BAFNA CLOTHING COMPANY PVT.LTD. No.7/1 ,2nd Cross, Lalbhagh Road, Bangalore – 560 027 India
2. Name & Address of the Employer	Mr. Praveen Mutha No.7/1,2nd Cross, Lalbhagh Road, Bangalore – 560 027 India
3. Name of the Employee	AMIT KUMAR DAS
4. His /Her Postal Address.	SAMSABAD, EAST MIDNAPORE, WEST BENGAL - 721631
5. His / Her Permanent address	SAMSABAD, EAST MIDNAPORE, WEST BENGAL - 721631
6. Father / Husband Name	AVIJIT DAS
7. Date of birth	10-12-2001
8. Date of His / Her entry in to Employment	08-10-2023
9. Designation	Sales Executive
10. Deputed at	RRL-TTA3 - CHANDIPUR
11. Nature of work entrusted to her/him	sales
12. His/ Her Serial Number in the Register of Employment	T-253
13. Rate of wages payable to her /him	Total Gross- 12594
Place - Bangalore Date- 31.10.2023	Signature of Employer
Acknowledgement by the Employee with date and Signature	BAFNA CLOTHING COMPANY PVT. LTD. Seal of the establishment

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
C.I.N-U74900WB2009PTC135617

Date: 01/02/23

JOINING GUIDELINES

To,

Dear, Mr./Mrs./Ms. ABHIMANYU MORMU

With reference to your subsequent interview with us, we are pleased to offer you a post of Retail Sales Associate in our organization Metro Retail Pvt. Ltd.

Points to be understood and signed:

1. Your Gross Monthly salary will be Rs 7,000/- per month.
2. Your date of reporting will be 01/10/2023
3. Your Reporting location will be Dankuni but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party **giving 15 (Fifteen) days' notice or 15 (Fifteen) days** Gross Salary, in lieu thereof.
4. During the course of the service, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration.
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (if any) / Voter Card / PAN Card / Blood Group /2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID cord and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine" wherein both in & out punch is mandatory.
8. You are required to submit the leave application for any absent/leave in hard copy apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without information for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will not be entitled for any PL credit in your account. You will be entitled for CL & SL after 6 months of your joining on pro rata basis.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

10. You will have to submit the Mobile phone during the duty hours with the store mgt. & you will have to perform duties as per Store Shift schedule.
11. You will be eligible for staff discounts only after 3 months from your joining date on a day fixed by management from time to time.
12. Your Resignation letter need to be submitted in Hard copy, which is mandatory.
13. You will be eligible for the appointment letter post probation period.
14. You have to deposit your Staff uniform and Id Card to the Store Manager at the time of resigning from the job, otherwise an amount of Rs.300/200 will be deducted from your salary.
15. You are required to update the store manager for any changes in your personal details, (Like change in Name / Mobile No. / Address / Marital Status) through a new enrollment Form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The quantum and timings of future increments or promotion shall be based, among other things and Circumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your services and you will not be entitled to any further remuneration whatsnever from the date of such termination of service. If at any time in management's 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 company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Metro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sincerely,
For Metro Retail Pvt. Ltd.

Store Manager

I have read the terms and conditions of the offer and unconditionally accept the same.

Signature: Abhinaya Aloorna
Date: 01. 10. 2022

METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
C.I.N-U74900WB2009PTC135617

Date: 01/10/23.

JOINING GUIDELINES

To,

Dear, Mr./Mrs./Ms. SUMANA SEKA

With reference to your subsequent interview with us, we are pleased to offer you a post of .....Retail Sales Associate.....in our organization Metro Retail Pvt. Ltd.

Points to be understood and signed:

1. Your Gross Monthly salary will be Rs ..7000/-.. per month.
2. Your date of reporting will be ..01/10/2023.....
3. Your Reporting location will be ..Howrah.... but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party **giving 15 (Fifteen) days' notice or 15 (Fifteen) days** Gross Salary, in lieu thereof.
4. During the course of the service, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration.
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (if any) / Voter Card / PAN Card / Blood Group /2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID card and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine" wherein both in & out punch is mandatory.
8. You are required to submit the leave application for any absent/leave in hard copy apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without information for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will not be entitled for any PL credit in your account. You will be entitled for CL & SL after 6 months of your joining on pro rata basis.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

10. You will have to submit the Mobile phone during the duty hours with the store mgt. & you will have to perform duties as per Store Shift schedule.
11. You will be eligible for staff discounts only after 3 months from your joining date on a day fixed by management from time to time.
12. Your Resignation letter need to be submitted in Hard copy, which is mandatory.
13. You will be eligible for the appointment letter post probation period.
14. You have to deposit your Staff uniform and Id Card to the Store Manager at the time of resigning from the job, otherwise an amount of Rs.300/200 will be deducted from your salary.
15. You are required to update the store manager for any changes in your personal details, (Like change in Name / Mobile No. / Address / Marital Status) through a new enrollment Form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The quantum and timings of future increments or promotion shall be based, among other things and Cirrumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your services and you will not be entitled to any further remuneration whatsoever from the date of such termination of service. If at any time in management's 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 company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Metro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sincerely,

For Metro Retail Pvt. Ltd.

Store Manager

I have read the terms and conditions of the offer and unconditionally accept the same.

Signature: Surajna Beta

Date: 1.10.2023

METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
C.I.N.-U74900WB2009PTC135617

Date: 01/10/23

JOINING GUIDELINES

To,
Dear, Mr./Mrs./Ms. SUJATA PRAMANIK
With reference to your subsequent interview with us, we are pleased to offer you a post of .....Retail Sales Associate..... in our organization Metro Retail Pvt. Ltd.

Points to be understood and signed:

1. Your Gross Monthly salary will be Rs ...5000/-... per month.
2. Your date of reporting will be ..01/10/2023.....
3. Your Reporting location will be ..Dankuni..... but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party **giving 15 (Fifteen) days' notice or 15 (Fifteen) days** Gross Salary, in lieu thereof.
4. During the course of the service, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration.
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (If any) / Voter Card / PAN Card / Blood Group /2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID card and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine" wherein both in & out punch is mandatory.
8. You are required to submit the leave application for any absent/leave in hard copy apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without information for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will not be entitled for any PL credit in your account. You will be entitled for CL & SL after 6 months of your joining on pro rata basis.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

10. You will have to submit the Mobile phone during the duty hours with the store mgt. & you will have to perform duties as per Store Shift schedule.
11. You will be eligible for staff discounts only after 3 months from your joining date on a day fixed by management from time to time.
12. Your Resignation letter need to be submitted in Hard copy, which is mandatory.
13. You will be eligible for the appointment letter post probation period.
14. You have to deposit your Staff uniform and Id Card to the Store Manager at the time of resigning from the job, otherwise an amount of Rs.100/200 will be deducted from your salary.
15. You are required to update the store manager for any changes in your personal details. (Like change in Name / Mobile No. / Address / Marital Status) through a new enrollment Form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The quantum and timings of future increments or promotion shall be based, among other things and Circumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your services and you will not be entitled to any further remuneration whatsoever from the date of such termination of service. If at any time in management's 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 company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Metro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sincerely,
For Metro Retail Pvt. Ltd.

Store Manager

I have read the terms and conditions of the offer and unconditionally accept the same.

Signature: Sujata Barmank
Date: 01/10/2023

COSMO BAZAAR

Ref: HR/APRL/24/k1/6230351-02

Date-03/04/2024

Dear Sk. Abdul Rahaman

Offer cum Appointment Letter

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 CSA Cashier in the employment of the company subject to your joining on or before Sk. Abdul Rahaman.The offer shall automatically lapse if you do not join.
Reliance Projects & Property Management Services Ltd is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as CSA Cashier in Grade K1 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. 187500/- per annum as below:

	Rs. per month
Basic	9380
HRA	4219
Conveyance Allowance	
Monthly Gross	15625
Annual Gross	187500

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 deputation or completion 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

ACS RETAILS (INDIA) LTD.

ATTESTED
PRINCIPAL
MAHESHADAL RM COLLEGE

Authorised Signatory

Signature of the Employee:
Encl: Terms and Conditions of Employment - Annexure - 1

COSMO BAZAAR

ANNEXURE - I

TERMS & CONDITIONS OF EMPLOYMENT

1. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will cease to end on the day you are found medically unfit by the Medical Officer.

2. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.

3. The address as indicated in your application for appointment shall deem to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.

4. All the above emoluments should be reduced to the extent of absence without leave or leave without pay. Only Basic Salary shall be reckoned for computing the contribution to the Provident Fund.

5. You are required to submit the following documents, if the same have not been submitted earlier:

   i. Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials in original together with copies thereof.

   ii. Copies of your passport photographs with white background.

   iii. Copy of Passport / Ration Card / Voter's ID / driving license / aadhaar or any other document as proof of your residence and photo identity.

   iv. Copy of your PAN.

6. You have hereby given an objection to the Company(Or its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhar number, other Government issued ID number such as Voter ID, PAN card, DL, name, gender, date of birth, address, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organisation that Reliance Retail has appointed from time to time or anyone later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / home or car / vehicle rental, etc.

7. You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

8. You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

9. Your No Objection will be continuous with the arrangement between the Company and any agency / organisation engaged by the Company for Reference / Antecedent Verification of your current and past employments.

10. In order to ensure the uniformity and maintenance of a good endeavour before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.

11. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.

COSMO BAZAAR

17. During your tenure with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the misuse of your credentials.

18. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the client or Company as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the client's establishment of your posting.

19. You shall be entitled to leave and other benefits as per the rules and regulations governing client's establishment where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly holiday may be staggered and determined as per the exigency.

20. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, accordingly at the client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered and you may be required to work in spells in the morning and evening. In case you being a female employee you shall be provided with due security escort up to your residence in case you work beyond 8 pm.

21. You will be required to work on any day of the year, including festival holidays, in the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

22. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary / affiliate of our client/ associate. However, such transfer will not entail any increase in your salary and / or adversely affect your conditions.

23. In normal course you shall retire from the services of the organization on attaining the age of 58 years.

24. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

   i. Return to work within 8 days from the commencement of such absence and

   ii. Give an explanation to the satisfaction of the Management regarding such absence.

25. You will be on probation for a period of Six Months from the date of your joining, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 30 Days' notice in writing by either side or payment of 30 Days Basic salary in lieu thereof. On completion of initial probation period (if such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment is liable to be terminated by giving One Month' notice in writing by either side or payment of One Month Basic Salary in lieu thereof. You shall attend duties till you are relieved from the service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

26. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, dishonesty and commission of an act involving moral turpitude, any act of indiscipline or malfeasance. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

27. You will be bound by the code of conduct, rules, regulations and office orders as force and framed by the company from time to time as relates to your service conditions, which will form part of you service conditions and terms of employment.

28. You may be laid-off on payment of 50% wages on account of shortage of work, materials, electricity and similar other reasons.

29. You shall extend all cooperation to the client's employees, customers, representatives, etc. and do all such things diligently, faithfully and to the best of your skill and ability as may be necessary to serve the client and perform all the duties entrusted to you from time to time.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

COSMO BAZAAR

Annexure - II

UNDERTAKING

I, Sk. Abdul Rahaman, hereby acknowledge and agree to the following terms and conditions in connection with my employment at

1. I understand that maintaining basic grooming and hygiene standards is essential for a positive customer experience and a professional workplace. I commit to maintaining good personal hygiene and adhering to the company's grooming guidelines.
2. I acknowledge that as an employee of Reliance Projects & Property Management Services Ltd, I am expected to adhere to the company's uniform policy. I will wear the prescribed uniform as provided by the company, follow all guidelines and instructions regarding its proper use and maintenance.
3. I recognize the importance of polite and respectful communications with customers. I will consistently engage with customers in a friendly, professional, and courteous manner, actively listening to their needs and providing assistance to the best of my ability.
4. I acknowledge that my role may require me to handle cash transactions and maintain accurate records of financial transactions as part of my responsibilities. I will diligently follow company procedures for cash handling and bookkeeping, ensuring accuracy and transparency in all times. In case of any discrepancy, the same may be recovered from my salary.
5. I understand that the store operation timings shall coincide with the timings of the retail market in which the store is located. I hereby consent to adhere to the same. I acknowledge that this is crucial for the smooth functioning of the Company, and I am prepared to contribute as necessary.
6. I am committed to maintain a workplace free from discrimination or harassment on gender, sex, race, or any other protected characteristic. I will treat all Colleagues, Managers and Customers with fairness, respect, and dignity, and I will promptly report any incidents of discrimination or harassment that I witness or experience with the HR Department.
7. I am committed to participating in all training sessions and workshops, whether conducted virtually or in-person. I acknowledge that these training opportunities are essential for my professional development and the Company's growth.

I acknowledge that I have read, understood, and agree to comply with the terms and conditions set forth in this undertaking, encompassing those outlined in my Appointment Letter, Company Policies, and procedures, subject to amendments as deemed necessary. Further I give my consent to clauses no. 8 & 9 of the terms and conditions of my Appointment Letter.

Name : SK ABDUL RAHAMAN

Signature : Sk Abdul Rahaman

Date : 18-04-2024

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

KGS Retail's (India) Ltd, Sirjan Industrial Logistic Park, Ground Floor Part-B, Block-A, Unit 3A & 3B Mouza-Bombay Road, Ankurhati Near Saraswati Bridge, Howrah-711302, West Bengal, India

10. You will have to submit the Mobile phone during the duty hours with the store mgt. & you will have to perform duties as per Store Shift schedule.
11. You will be eligible for staff discounts only after 3 months from your joining date on a day fixed by management from time to time.
12. Your Resignation letter need to be submitted in Hard copy, which is mandatory.
13. You will be eligible for the appointment letter post probation period.
14. You have to deposit your Staff uniform and Id Card to the Store Manager at the time of resigning from the job, otherwise an amount of Rs.300/200 will be deducted from your salary.
15. You are required to update the store manager for any changes in your personal details, (Like change in Name / Mobile No. / Address / Marital Status) through a new enrollment Form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The quantum and timings of future increments or promotion shall be based, among other things and Circumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your services and you will not be entitled to any further remuneration whatsoever from the date of such termination of service. If at any time in management's 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 company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Metro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sincerely,

For Metro Retail Pvt. Ltd.

METRO RETAIL PVT. LTD. Manager

I have read the terms and conditions of the offer and unconditionally accept the same.

Signature: Shibdhan Bibra

Date: 01/10/2023

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

mbaazar

METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103

METRO RETAIL PVT. LTD.

Date: 01/10/2023

To,
Dear, Mr./Mrs./Ms. SIBBDHAN BESRA
With reference to your subsequent interview with us, we are pleased to offer you a post of Retail Sales Associate in our organization Metro Retail Pvt. Ltd.

Points to be understood and signed:

1. Your Gross Monthly salary will be Rs. 9000/- per month.
2. Your date of reporting will be 01/10/2023
3. Your Reporting location will be Bankura but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party **giving 15 (Fifteen) days' notice or 15 (Fifteen) days** Gross Salary, in lieu thereof.
4. During the course of the service, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration.
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (if any) / Voter Card / PAN Card / Blood Group /2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID card and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine" wherein both in & out punch is mandatory.
8. You are required to submit the leave application for any absent /leave in hard copy apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without information for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will not be entitled for any PL credit in your account. You will be entitled for CL & SL after 6 months of your joining on pro rata basis.

METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
C.I.N-U74900WB2009PTC135617

Date: 8/10/25

JOINING GUIDELINES

To,

Dear, Mr./Mrs./Ms. SARBESWAR PATRA BARMAN

With reference to your subsequent interview with us, we are pleased to offer you a post of RETAIL SALES ASSOCIATE in our organization Metro Retail Pvt. Ltd.

Points to be understood and signed:

1. Your Gross Monthly salary will be Rs 7000/- per month.
2. Your date of reporting will be 08/10/2025
3. Your Reporting location will be DANKUNI but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party **giving 15 (Fifteen) days' notice or 15 (Fifteen) days** Gross Salary, in lieu thereof.
4. During the course of the service, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration.
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (if any) / Voter Card / PAN Card / Blood Group /2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID card and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine" wherein both in & out punch is mandatory.
8. You are required to submit the leave application for any absent/leave in hard copy apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without information for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will not be entitled for any PL credit in your account. You will be entitled for CL & SL after 6 months of your joining on pro rata basis.

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PRINCIPAL
MAHISHADAL RAJ COLLEGE

10. You will have to submit the Mobile phone during the duty hours with the store mgt. & you will have to perform duties as per Store Shift schedule.
11. You will be eligible for staff discounts only after 3 months from your joining date on a day fixed by management from time to time.
12. Your Resignation letter need to be submitted in Hard copy, which is mandatory.
13. You will be eligible for the appointment letter post probation period.
14. You have to deposit your Staff uniform and Id Card to the Store Manager at the time of resigning from the job, otherwise an amount of Rs.300/200 will be deducted from your salary.
15. You are required to update the store manager for any changes in your personal details. (Like change in Name / Mobile No. / Address / Marital Status) through a new enrollment Form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The quantum and timings of future increments or promotion shall be based, among other things and Circumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your services and you will not be entitled to any further remuneration whatsoever from the date of such termination of service. If at any time in management's 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 company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Metro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sincerely,

For Metro Retail Pvt. Ltd.

Store Manager

I have read the terms and conditions of the offer and unconditionally accept the same.

Signature: Sarbeswar Patra Barman.

Date: 08/10/2023

METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah 711101
CIN [illegible]

Date: 01/10/23

JOINING CONVENIENCE

To,

Dear, Mr./Mrs./Ms. SANJAY [illegible]

With reference to your subsequent interview with us, we are pleased to offer you a post of ——Retail Sales Associate—— in our organization Metro Retail Pvt. Ltd.

Points to be understood and signed:

1. Your Gross Monthly salary will be Rs. 7000/- per month.
2. Your date of reporting will be 01/10/2023.
3. Your Reporting location will be Howrah but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party **giving 15 (Fifteen) days' notice or 15 (Fifteen) days** Gross Salary, in lieu thereof.
4. During the course of the service, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration.
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (if any) / Voter Card / PAN Card / Blood Group / 2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID card and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine" wherein both in & out punch is mandatory.
8. You are required to submit the leave application for any absent/leave in hard copy apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without information for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will not be entitled for any PL credit in your account. You will be entitled for CL & SL after 6 months of your joining on pro rata basis.

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PRINCIPAL
MAHISHADAL RAJ COLLEGE

10. You will have to submit the Mobile phone during the duty hours with the store mgr. & you will have to perform duties as per Store Shift schedule
11. You will be eligible for staff discounts only after 1 months from your joining date on a day fixed by management from time to time
12. Your Resignation letter need to be submitted in hard copy. Conduct is mandatory.
13. You will be eligible for the appointment letter post probation period.
14. You have to deposit your Staff uniform and Id Card to the Store Manager at the time of resigning from the job, otherwise an amount of Rs.300/200 will be deducted from your salary.
15. You are required to update the store manager for any changes in your personal details. (Like change in Name / Mobile No. / Address / Marital Status) through a new enrollment Form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The question and timings of future increments or promotion shall be based, among other things and Circumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your services and you will not be entitled to any further remuneration whatsoever from the date of such termination of service. If at any time in management's opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us detrimental 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 company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Retro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sincerely,

For Metro Retail Pvt. Ltd.

Store Manager

I have read the terms and conditions of the offer and successfully accept the same

Signature: Saffiullah

Date: 01/10/24

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2013PTC174417
GSTIN : 19AAKCA3551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 157, ARAMBAGH-712601
PRINCIPAL OFFICE : 6B, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Saikat Dhibar,

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 2/11/2023 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc Company may terminate the assignment immediately If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainership your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I, Saikat Dhibar accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Saikat Dhibar
Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

Arambagh Foodmart Pvt. Ltd. Kolkata-20

DGM-HRD,Admin & Compliance

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 59B, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Nanda Bouri,

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 2/11/2023 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainership your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I, NANDA BOURI accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Nanda Bouri

Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

Arambagh Foodmart Pvt. Ltd. Kolkata-20

DGM-HRD,Admin & Compliance

HR Manager
Arambagh Foodmart Pvt. Ltd.

ATTESTED
PRINCIPAL
MAHESHRADAL RAI COLLEGE

METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
C.I.N-U74900WB2009PTC135617

Date: 08/10/23

JOINING GUIDELINES

To,
Dear, Mr./Mrs./Ms. SHUBHADEEP SAHOO
With reference to your subsequent interview with us, we are pleased to offer you a post of Retail Sales Associate in our organization Metro Retail Pvt. Ltd.

Points to be understood and signed:

1. Your Gross Monthly salary will be Rs 9000/- per month.
2. Your date of reporting will be 08/10/2023
3. Your Reporting location will be Dankuni but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party **giving 15 (Fifteen) days' notice or 15 (Fifteen) days** Gross Salary, in lieu thereof.
4. During the course of the service, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration.
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (if any) / Voter Card / PAN Card / Blood Group /2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID card and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine" wherein both in & out punch is mandatory.
8. You are required to submit the leave application for any absent/leave in hard copy apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without information for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will not be entitled for any PL credit in your account. You will be entitled for CL & SL after 6 months of your joining on pro rata basis.

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10. You will have to submit the Mobile phone during the duty hours with the store mgt. & you will have to perform duties as per Store Shift schedule.
11. You will be eligible for staff discounts only after 3 months from your joining date on a day fixed by management from time to time.
12. Your Resignation letter need to be submitted in Hard copy, which is mandatory.
13. You will be eligible for the appointment letter post probation period.
14. You have to deposit your Staff uniform and Id Card to the Store Manager at the time of resigning from the job, otherwise an amount of ₹.300/200 will be deducted from your salary.
15. You are required to update the store manager for any changes in your personal details, (Like change in Name / Mobile No. / Address / Marital Status) through a new enrollment Form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The quantum and timings of future increments or promotion shall be based, among other things and Circumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your services and you will not be entitled to any further remuneration whatsoever from the date of such termination of service. If at any time in management's 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 company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Metro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sincerely,
For METRO Retail Pvt. Ltd.

Store Manager

I have read the terms and conditions of the offer and unconditionally accept the same.

Signature: Subhadip Saho
Date: 08/10/2018

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ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 598, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Subal Sahoo,

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 2/11/2023 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainership your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I, Subal Sahoo accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Subal Sahoo
Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

Arambagh Foodmart Pvt. Ltd. Kolkata-20

DGM-HRD,Admin & Compliance
HR Manager
Arambagh Foodmart Pvt. Ltd.

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Ref: TRE/Jan/2024/94599 20/12/2023

Ms. Sangita Sahoo
Nimtouri,Kulbaria,Purba medinipur

Dear Ms.Sangita Sahoo

Sub: Appointment as Sales Associate Emp No: 94599

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Operation to be located at 7262-Kolkata-West Bengal, on the following terms and conditions. Please refer Annexure 1, for detailed information regarding your per month/per annum emolument.

Statutory deductions, as applicable, would be effected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services 26/12/2023 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you 90 days' notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will give the Company 90 days' notice in writing or pay 90 days salary in lieu of notice.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail BTTPS1539E and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company on attaining the age of 58 years.

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5. Your current location for day-to-day work will be at Z152-Kolkata-West Bengal. However, your services are liable to be transferred one post to another, from one department to another, from one store to another store and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulation, service conditions and benefits as applicable in the department, store and the city where you are posted.

6. It shall be your sole responsibility to get yourself relieved from existing employment if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your present employer may make against you or liabilities arising therefrom.

7. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

8. You will observe a six-day working week.

9. You are allotted Employee No.9459M and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

10. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

11. You will abide by HR policies which may be amended from time to time.

12. You will abide by POSH policies (Prevention of sexual harassment Policy) which may be amended from time to time.

We welcome you to our Organisation and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

REGISTERED OFFICE: BOMBAY HOUSE, 24, HOMI MODI STREET, MUMBAI - 400 001. TEL: [illegible] FAX: [illegible]
CORPORATE OFFICE: TRENT HOUSE, G BLOCK, PLOT NO. [illegible], BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL: [illegible] FAX: [illegible]
Email: [illegible] Website: www.trentweb.com CIN: [illegible]

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The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up to date and they shall also be entitled to the benefits mentioned therein.

Please acknowledge the terms and conditions as token of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct).

Thanking You,
For Trent Limited

Mr. Ajay Menon
Authorized Signatory

Encl: CTC Statement

I have read the above terms and Conditions and I accept the same.

Sangita Sahoo
(Ms.Sangita Sahoo)

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) 6665 8282 FAX : (91-22) 2204 2081

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BTM(S) CTI (BANK), BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) 6705 9000 FAX : (91-22) 6705 9100
E-mail id : [illegible] Website : [illegible] CIN - [illegible]

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ANNEXURE I : Compensation FY 2023 - 24

Name	Ms Sangita Sahoo
Emp Code	94596
Location code	2252
Location	2252-Kolkata-West Bengal
Qualification	BDU
Date of Joining	26/12/2023
Date of Birth	14/06/2004

Statement Showing Existing Emoluments

Salary Components	INR
Basic	10,763
House Rent Allowance	538
Educational Allowance	0
Additional Allowance(if applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	0
Gross Earning	11,301
Employee State Insurance Corporation (ESIC)	387
Provident Fund	1,292
Employee Deposit Linked Scheme (EDLI)	53
TOTAL CTC	13,013
Gratuity	518
Mediclaim	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,531
Annual Grand CTC	162,381.72

Example

Subject to change as per the new Laws applicable by the Government from 1st April 2021
Payment of Gratuity will be governed as per the provisions of the Payment of Gratuity Act at the time of separation
Part compensation is subject to tax deductions as per the Indian Income Tax rules. *Tax free components are disbursement and tax reimbursement will be made by the employer

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001 TEL : (91 22) 6665 8282 FAX : (91 22) 2204 2487

CORPORATE OFFICE : TAGORE HOUSE, FUNDICA PLOT NO. 5 (A), BITSOME CITY BANK, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051 TEL : (91 22) 4793 1000 FAX : (91 22) 4793 8700
Email id : [illegible] Website : [illegible] CIN : [illegible]

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NATIONAL TAX COLLEGE

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SERVICE AGREEMENT

AN AGREEMENT, made this 26/12/2023 BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street,Mumbai-400001 and Corporate Office at Trent House, G Block, Plot No. C60, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 (hereinafter called "the Company" which expression shall include the successors and assignees of the Company) of the ONE PART AND

Ms.Sangita Sahoo
(Here in after called "the Employee") of the OTHER PART.

WHEREBY IT IS AGREED as follows:

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 26/12/2023 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. The service of the Employee are liable to be terminated by giving 90 days' notice in writing by either party to the other party or by surrendering 90 day's salary in lieu of notice.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also execute all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Conditions/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if so required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

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6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other emoluments, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's scheme/rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company, submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof.

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require.

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working, processes, trade secrets, transactions or affairs of the Company or any Company which is at all the material time may be, an associate or a subsidiary of the Company;

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(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require;

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company;

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company;

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge;

(i) not, during his/her employment with the Company, wilfully waste, spoil, embezzle, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession;

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company;

(k) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by his/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : [illegible] FAX : [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-38, BESIDE [illegible] BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : [illegible] FAX : [illegible]
E-mail id : [illegible] Website : [illegible] CIN : [illegible]

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11. While serving the Company the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) voucher, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, reports, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business, which shall come in to the Employees possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or henceforth used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use or any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

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14. If during the currency of the Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) conducts any experiment, tests or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulae and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of

a) Any act of dishonesty, disobedience, insubordination, unruliness, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

c) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

d) For purpose of sub-clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. During employment with the Company the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give to the Company 90 Days' notice in writing or 90 Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

17. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more information.

18. It is expressly agreed by and between the parties hereto that –

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waive by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
E-mail id : [illegible] Website : [illegible] CIN : [illegible]

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(b) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee whether committed before or at the time of the termination of the Employee's employment hereunder.

19. Upon termination of his/her tenure, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such properties/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

20. The Employee shall not at any time, after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly:

a) represent himself/herself as being in any way connected with or interested in the business of the Company, or

b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company.

c) either on his/her own account or for any person, firm or company solicit, induce, interfere with or endeavour to entice away from the Company any Employee of the Company.

d) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

21. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

22. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address:

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL. : (91-22) 6665 5252 FAX : (91-22) 2204 2061

CORPORATE OFFICE : TRENT HOUSE, G BLOCK, PLOT NO. C-60, BEHIND CITI BANK, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL. (91-22) 6700 9000. FAX : (91-22) 6700 9100
Email id : [illegible] Website : [illegible] CIN : [illegible]

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MARSHADAL NAVCOLLEGE

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1. Trent Limited
Trent House, G Block,
Plot No. C60, Beside Citibank
Bandra Kurla Complex, Bandra (East)
Mumbai - 400051

2 Sangita Sahoo
Nimdouri Kulberia,Purba medinipur
Medinipur
West Bengal
India

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter

23. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India, that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

24. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

25. The Employee shall abide and conduct himself/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her.

26. The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned therein.

ATTESTED
PRINCIPAL
MANSHRADAL RAI COLLEGE

TRENT LIMITED
A TATA Enterprise

IN WITNESS WHEREOF, the parties hereto have executed these present the day and year first above written

SIGNED AND DELIVERED,
For and on behalf of by the within named
For Trent Limited

Mr Ajay Menon

Authorised Signatory

Sangita Sahoo

(Ms Sangita Sahoo)

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : [illegible] FAX : [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE STI [illegible], BY JERMANWALA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : [illegible] FAX : [illegible]
E-mail id : [illegible] Website : [illegible] CIN : [illegible]

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1Z3
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 550, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

LETTER OF INTENT

Dear SUMAN PANDA

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as **Retainer**, w.e.f 27-10-23 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc. Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainer your assignment would be confirmed and you would be given in writing on the same.

By signing this latent letter below, I, SUMAN PANDA accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Date & Signature of Candidate

Suman Panda
07/02/24

Arambagh Foodmart Pvt Ltd

DGM-HRD,Admin & Compliance

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
C.I.N-U74900WB2009PTC135617

Date: 01/10/23

JOINING GUIDELINES

To,
Dear, Mr./Mrs./Ms. SUKUMAR BASKEY
With reference to your subsequent interview with us, we are pleased to offer you a post of .....Retail Sales Associate.....in our organization Metro Retail Pvt. Ltd.

Points to be understood and signed:

1. Your Gross Monthly salary will be Rs ..9 000..... per month.
2. Your date of reporting will be ..01.10.2023.....
3. Your Reporting location will be..Dankuni..... but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party **giving 15 (Fifteen) days' notice or 15 (Fifteen) days** Gross Salary, in lieu thereof.
4. During the course of the service, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration.
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (if any) / Voter Card / PAN Card / Blood Group /2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID card and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine" wherein both in & out punch is mandatory.
8. You are required to submit the leave application for any absent/leave in hard copy apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without information for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will not be entitled for any PL credit in your account. You will be entitled for CL & SL after 6 months of your joining on pro rata basis.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

10. You will have to submit the Mobile phone during the duty hours with the store mgt. & you will have to perform duties as per Store Shift schedule.
11. You will be eligible for staff discounts only after 3 months from your joining date on a day fixed by management from time to time.
12. Your Resignation letter need to be submitted in Hard copy, which is mandatory.
13. You will be eligible for the appointment letter post probation period.
14. You have to deposit your Staff uniform and Id Card to the Store Manager at the time of resigning from the job, otherwise an amount of Rs.300/200 will be deducted from your salary.
15. You are required to update the store manager for any changes in your personal details, (Like change in Name / Mobile No. / Address / Marital Status) through a new enrollment Form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The quantum and timings of future increments or promotion shall be based, among other things and Circumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your services and you will not be entitled to any further remuneration whatsoever from the date of such termination of service. If at any time in management's 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 company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Metro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sin[illegible]
F[illegible] Metro Retail Pvt. Ltd.

Store Manager

I have read the terms and conditions of the offer and unconditionally accept the same.

Signature: Sukumar Bangy.
Date: 01/10/2022

METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
C.I.N- U74900WB2009PTC135617

Date: 04/10/23

JOINING GUIDELINES

To,
Dear, Mr./Mrs./Ms. SUJIT KISKU
With reference to your subsequent interview with us, we are pleased to offer you a post of Retail Sales Associate in our organization Metro Retail Pvt. Ltd.

Points to be understood and signed:

1. Your Gross Monthly salary will be Rs 2000/- per month.
2. Your date of reporting will be 04/10/2023
3. Your Reporting location will be Dankuni but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party **giving 15 (Fifteen) days' notice or 15 (Fifteen) days** Gross Salary, in lieu thereof.
4. During the course of the service, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration.
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (if any) / Voter Card / PAN Card / Blood Group /2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID card and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine" wherein both in & out punch is mandatory.
8. You are required to submit the leave application for any absent/leave in hard copy apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without informatino for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will not be entitled for any PL credit in your account. You will be entitled for CL & SL after 6 months of your joining on pro rata basis.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

10. You will have to submit the Mobile phone during the duty hours with the store mgt. & you will have to perform duties as per Store Shift schedule.
11. You will be eligible for staff discounts only after 3 months from your joining date on a day fixed by management from time to time.
12. Your Resignation letter need to be submitted in Hard copy, which is mandatory.
13. You will be eligible for the appointment letter post probation period.
14. You have to deposit your Staff uniform and Id Card to the Store Manager at the time of resigning from the job, otherwise an amount of Rs.300/200 will be deducted from your salary.
15. You are required to update the store manager for any changes in your personal details, (Like change in Name / Mobile No. / Address / Marital Status) through a new enrollment Form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The quantum and timings of future increments or promotion shall be based, among other things and Circumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your services and you will not be entitled to any further remuneration whatsoever from the date of such termination of service. If at any time in management's 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 company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Metro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sincerely,
For Metro Retail Pvt. Ltd.

Store Manager

I have read the terms and conditions of the offer and unconditionally accept the same.

Signature: Sujit Kista
Date: 01.10.2023

COSMO BAZAAR

ANNEXURE - I

TERMS & CONDITIONS OF EMPLOYMENT

1. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will cease to end on the day you are found medically unfit by the Medical Officer.

2. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.

3. The address as indicated in your application for appointment shall deem to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.

4. All the above emoluments should be reduced in the event of absence without leave or leave without pay. Only Basic Salary shall be reckoned for computing the contribution to the Provident Fund.

5. You are required to submit the following documents, if the same have not been submitted earlier:

   i. Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials in original together with copies thereof.

   ii. Copies of your passport photographs with white background.

   iii. Copy of Passport / Ration Card / Voter's ID / driving licence / aadhaar or any other document in proof of your residence and photo identity.

   iv. Copy of your PAN.

6. You have hereby given no objection to the Company(Or its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhar number, other Government issued ID number such as Voter ID, PAN card, DL, name, gender, date of birth, address, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organisation that Reliance Retail has appointed now being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / house on rent / vehicle on rent, etc.

7. You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and use for related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

8. You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

9. Your No Objection will be concurrent with the arrangement between the Company and any agency / organisation engaged by the Company for Reference / Antecedent Verification of your current and past employments.

10. In order to ensure the uniformity and maintenance of a good ambience before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.

11. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.

COSMO BAZAAR

Ref: HR/APRL/24A1/0230351-03

Date:02/04/2024

Dear Subhajit Jana

Offer-cum-Appointment Letter

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 CSA Cashier in the employment of the company subject to your joining on or before Subhajit Jana. The offer shall automatically lapse if you do not join.
Reliance Projects & Property Management Services Ltd is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as CSA Cashier in Grade K1 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. 187596/- per annum as below:

	Rs. per month
Basic	8380
HRA	6283
Conveyance Allowance	
Monthly Gross	15663
Annual Gross	187596

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 nature 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 deputation or completion 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

RPS RETAILS (INDIA) LTD

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Authorised Signatory

Signature of the Employee:
Encl: Terms and Conditions of Employment - Annexure - I

AB-CO/OFF/041221

06th Nov 2023

Mr /Miss ALPANA BARMAN

Dear ALPANA BARMAN

With reference to our discussions, you had with us, we are pleased to offer you an appointment as **Junior Officer in the Operations Department at RL1 at Absolute Barbeque Pvt Ltd Chennai location.**

You are required to report for duties on 15th nov2023 otherwise this offer will be automatically cancelled. Please bring the original & photocopies of the following documents.

- All educational certificates,
- Six no.'s of passport size.
- Original of Driving License or pan card.
- Original of Aadhar Card is mandatory.
- Bank Passbook or Cheque book of your personal Bank Account. The Bank Account should have your name as per your AadharCard.

You shall be entitled for Gross salary 10,483 **per Month** Also, you will be eligible for Free **Food which includes, breakfast, lunch and dinner, Mediclaim for Self &parents and leaves & Other benefits as per policy and Free Accommodation till L1.**

You will be eligible for **promotion after Six month** of Service basis on your performance.

Please return the duplicate copy of this letter as a token of acceptance of our offer.

Thanking you,

From, Absolute Barbeque Pvt Ltd **Accepted** Alpana Barman

(Authorized Signatory)

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Absolute Barbeque Pvt. Ltd.
Regd. Office: 2nd Floor, Aparajo Sigh, Indra Nagar, Gachibowli, Hyderabad-500032, Telangana
Email ID: legal@absolutebarbeque.com | Website: www.absolutebarbeque.com
CIN: U55101TG2013PTC090647

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 598, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 6336922173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Swarajit Bera,

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 2/11/2023 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainership your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I, Swarajit Bera accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Arambagh Foodmart Pvt Ltd

Arambagh Foodmart Pvt. Ltd. Kolkata-20

Swarajit Bera
Date & Signature of Candidate

DGM-HRD,Admin & Compliance
HR Manager
Arambagh Foodmart Pvt. Ltd.

ATTESTED
PRINCIPAL
KAMISHADAL RAI COLLEGE

AB-CO/OFF/041221

06th Jan 2024

Mr /Miss AGATI MAHATO,

Dear AGATI MAHATO

With reference to our discussions, you had with us, we are pleased to offer you an appointment as **Senior Officer in the Operations Department at RL1 at Absolute Barbeque Pvt Ltd Hyderabad location.**

You are required to report for duties on 16th jan 2024 otherwise this offer will be automatically cancelled. Please bring the original & photocopies of the following documents.

- All educational certificates,
- Six no.'s of passport size.
- Original of Driving License or pan card.
- Original of Aadhar Card is mandatory.
- Bank Passbook or Cheque book of your personal Bank Account. The Bank Account should have your name as per your AadharCard.

You shall be entitled to a Gross salary of 11,655 **per Month** Also, you will be eligible for Free **Food which includes, breakfast, lunch and dinner, Mediclaim for Self &parents and leaves & Other benefits as per policy and Free Accommodation till L1.**

You will be eligible for **promotion after Six month** of Service basis on your performance.

Please return the duplicate copy of this letter as a token of acceptance of our offer.

Thanking you,

From, **Absolute Barbeque Pvt Ltd.Accepted** Agati Mahato

(Authorized Signatory)

ATTESTED

PRINCIPAL
MAHESHADAL RAJ COLLEGE

Absolute Barbeque Pvt. Ltd.
Regd. Office: 2nd Floor, Apurupa Silpi, Indira Nagar, Gachibowli, Hyderabad-500032, Telangana
Email ID: legal@absolute-barbecue.com | Website: www.absolute-barbecue.com
CIN: U55101TG2013PTC090647

mio amore

ISO 22000 : 2005

Date : 05/12/2023

To
Sabina Katurn,
Barbasanta,
Simulia,Purba Medinipur,
Pin-721649,W.B.

Subject: Appointment Letter for Sales Associate .

Dear Sabina Khatun,
This is to inform you that you have been selected by our Switz Food Pvt. Ltd. as a sales associate . You are expected to join the organization as soon as possible and we are expecting from your end within next two days . Your basic salary is 9000/-(Rupees Nine Thousand only) plus incentives and other allowance.

You will posted in our Mio-Amore-Arakurhat branch but because of the nature of job ,you are required to post other branch of Mio-Amore of all over state.

Please return the duplicate copy of the attached appointment letter duly signed confirming your acceptance.
We look forward to your joining in our team for a long and successful association.

Thanking You,

From ,Mio-Amore Pvt. Ltd. Accepted Sabina khatun

SWITZ FOOD PVT. LTD. Kolkata

(Authorized Signatory)
HR Manager
SWITZ FOOD PVT. LTD.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

P-36- 48, s-33/2, Phase-I, Kasba Industrial Estate, Sector J, East Kolkata Twp, Kolkata, West Bengal-700107

TRENT LIMITED
A TATA Enterprise

Ref: TRE/Jan/2024/94624

26/12/2023

Ms. Annapurna Pradhan
Baram,Sirhurhal Bari, Mandigram-III, Purba Medinipur, Mathchandpur

Dear Ms.Annapurna Pradhan,

Sub: Appointment as Sales Associate Emp.No: 94624

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Operation to be located at Z250-Kolkata-West Bengal, on the following terms and conditions. Please refer Annexure I, for detailed information regarding your per month/per annum emolument.

Statutory deductions, as applicable, would be effected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services 26/12/2023 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you 90 days' notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will give the Company 90 days' notice in writing or pay 90 days salary in lieu of notice.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail HYKPP5664L and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company on attaining the age of 58 years.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: [illegible] FAX : [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE [illegible] BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: [illegible] FAX : [illegible]
Email id : [illegible] Website : www.trentlimited.com CIN : [illegible]

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

TRENT LIMITED
A TATA Enterprise

5. Your current location for day-to-day work will be at 72/2 Kolkata West Bengal. However, your services are liable to be transferred one post to another, from one department to another, from one store to another store and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulations, service conditions and benefits as applicable in the department, store and the city where you are posted.

6. It shall be your sole responsibility to get yourself relieved from outing employment if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your present employer may make against you or liabilities arising therefrom.

7. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

8. You will observe a six-day working week.

9. You are allotted Employee No.94604 and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

10. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

11. You will abide by HR policies which may be amended from time to time.

12. You will abide by POSH policies (Prevention of sexual harassment Policy) which may be amended from time to time.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL. 91-22-6665 8282 FAX : 91-22-2204 2081
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL. 91-22-6705 9000 FAX: 91-22-6705 6100
Email id - [illegible] Website - www.trentweb.com CIN - [illegible]

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

TRENT
LIMITED
A TATA Enterprise

The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there in.

Please acknowledge the terms and conditions as token of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct)

Thanking You,
For Trent Limited

Mr. Ajay Menon
Authorized Signatory

Enc: CTC Statement

I have read the above terms and Conditions and I accept the same.

Annapurna Pradhan
(Ms.Annapurna Pradhan)

ATTESTED
PRINCIPAL
MARISHALINI RAI COLLEGE

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODI STREET, MUMBAI - 400 001. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) [illegible] FAX : (91-22) [illegible]
E-mail id : [illegible] Website : www.trentlimited.com CIN : [illegible]

TRENT LIMITED
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ANNEXURE I : Compensation FY 2023 – 24

Name	Ms.Annapurna Pradhan
Emp Code	94604
Location code	Z252
Location	Z252-Kolkata West Bengal
Qualification	EDU
Date of Joining	26/12/2023
Date of Birth	20/01/2005

Statement Showing Existing Emoluments

Salary Components	(INR)
Basic	10,763
House Rent Allowance	538
Educational Allowance	0
Additional Allowance(if applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	0
Gross Earning	11,301
Employee State Insurance Corporation (ESIC)	367
Provident Fund	1,292
Employee Deposit Linked Scheme (EDLI)	53
TOTAL CTC	13,013
Gratuity	518
Mediclaim	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,531
Annual Grand CTC	162,391.72

Remarks

Subject to change as per the new Laws applicable by the Government from 1st April 2021
Payment of Gratuity will be governed as per the provisions of the Payment of Gratuity Act, at the time of separation.
Your compensation is subject to tax deductions as per the Indian Income Tax rules. *Tax free components are discretionary and will be reimbursed only if opted by the employee

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL. (91-22) 6665 8282. FAX : (91-22) 2204 0041

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BEHIND CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL. (91-22) 6700 9000. FAX : (91-22) 6700 9100
E-mail id : investor@trent-tata.com Website : www.trentlimited.com CIN : L15410MH1952PLC008951

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SERVICE AGREEMENT

AN AGREEMENT made this 26/12/2021 BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street Mumbai 400001 and Corporate Office at Trent House, G Block, Plot No. C60, Bandra Colonies, Bandra Kurla Complex, Bandra (E) Mumbai 400 051 (hereinafter called "the Company" which expression shall include the successors and employees of the Company) of the ONE PART AND

Ms Anoopamna Pradhan
(Here in after called "the Employee") of the OTHER PART

WHEREBY IT IS AGREED as follows

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 26/12/2021 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. The services of the Employee are liable to be terminated by giving 90 days' notice in writing by either party to the other party or by surrendering 90 day's salary in lieu of notice.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also exercise all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Conditions/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if so required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

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6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to he/she by the Company.

7. Income tax and all other impositions, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to he/she provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, then his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's scheme/rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company, submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall –

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to he/she from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to he/she by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof.

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require.

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working, processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be, an associate or a subsidiary of the Company.

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(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of this Employee as the Company may require;

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company;

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company;

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge;

(i) not, during his/her employment with the Company, wilfully waste, spoil, embezzle, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession;

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company;

(k) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries;

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11. While serving the Company the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) voucher, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, readers, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come in to the Employees possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or hereafter used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL. : (91-22) [illegible] FAX : (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-38, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL. : (91-22) [illegible] FAX : (91-22) [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

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14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) conducts any experiment, tests or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulate and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of:

a) Any act of dishonesty, disobedience, insubordination, unclean, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

c) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

d) For purpose of sub-clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. During employment with the Company the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give to the Company 90 Days' notice in writing or 90 Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

17. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more information.

18. It is expressly agreed by and between the parties hereto that -

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waiver by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

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b) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee, whether committed before or at the time of the termination of the Employee's employment hereunder.

19. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

20. The Employee shall not at any time, after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly-

a) represent himself/herself as being in any way connected with or interested in the business of the Company, or

b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company.

c) either on his/her own account or for any person, firm or company solicit, interfere with or endeavour to entice away from the Company any Employee of the Company.

d) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

21. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

22. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address:

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TRENT LIMITED
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1. Trent Limited

Trent House, G Block,

Plot No. C60, Beside Citibank

Bandra Kurla Complex, Bandra (East)

Mumbai - 400051

2. Annapurna Pradhan

Banani,Simuimul Bari, Nandigram-III, Purba Medinipur, Mathchandipur

Medinipur

West Bengal

India

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter.

23. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India, that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

24. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

25. The Employee shall abide and conduct himself/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her.

26. The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned therein.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) 6665 8282 FAX : (91-22) 204 2061

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : (91-22) 6705 9000 FAX : (91-22) 6705 9100
Email id : investors@trent-tata.com Website : www.trentlimited.com CIN : L24300MH1952PLC008501

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LIMITED
A TATA Enterprise

IN WITNESS WHEREOF, the parties hereto have executed these presents the day and year first above written

SIGNED AND DELIVERED
For and on behalf of by the within named
For Trent Limited

Mr Ajay Menon

Authorised Signatory

Anna Aroma Pradhan

(Ms Annapurna Pradhan)

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REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001 TEL. (91-22) [illegible] FAX (91-22) [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, DHIRUBHAI AMBANI KOKILA CORPORATE PARKSHA (EAST), MUMBAI - 400 051 TEL. (91-22) [illegible] FAX (91-22) [illegible]
Email : [illegible] Website : [illegible] CIN : [illegible]

BAAZAR RETAIL PRIVATE LIMITED
CIN: U74110WB2021PTC251448
(Formerly known as Beee Merchandise Private Limited)
Registered Office:
P5 Srijan Corporate Park, Office No.1103, 11th Floor, Tower-1
Plot G-2, Block-GP, Sector-V, Salt Lake, Kolkata -700 091, West Bengal, Ph.: 033 4094 9966
Website:baazarretail.com Email id: info@baazar-kolkata.com

Pre family store

Baazar

Appointment Letter

Private & Confidential

Date	: 01 Dec 2023
Code	: 1996T
Name	: Kusumi Tudu
Address	: Banshgara, Marsil Para, Bandhgara, Marsil Para, Saju, Burdhaman, West Bengal 713363
Contact No.	: 9547074934
Email id	: kusumitudu456@gmail.com
DOB	: 14-Nov-2002

Dear Kusumi Tudu

We are pleased to inform you that your recent application and the subsequent interviews you had with us, has been successful. We hereby appoint you as **Associate - Retail Operations** department in Baazar Retail Private Limited.

This letter of appointment is subject to terms and conditions attached hereto **(Appendix A and Appendix B)**. The Company reserves the right, at its sole discretion, to add, alter and/or amend your Roles and Responsibilities at any time during your employment with us.

The terms of appointment are as follows:

1. Commencement of Employment:

The appointment commences from **01-Dec-2023**.
You will not be paid any salary in case you leave the services of the company within 7 days of your joining on your own account. However, if the management terminates your services, you will be paid for the number of days present and working upon the date of termination.

2. Place of Employment:

Your place of joining will be **Registered Office: P5 Srijan Corporate Park, GP Block, Salt Lake, Sector 5 Kolkata 700091 West Bengal** or any one of the units of **Baazar Retail Private Limited** and/or Warehouse / Logistics of the Company. However, the Company reserves the right to transfer you, either temporarily or permanently, to any other place of business of the Company in the country or overseas. It is hereby clarified that in the event of the transfer to any other location in pursuance of his employment, you shall not be eligible for any additional remuneration or relocation allowance or benefit other than as expressly specified in writing by the Company. Your work schedule will be as specified by the Organizing's standard policy for that branch or year.

3. Compensation & Benefits:

Your consolidated annual CTC shall be **13[illegible]** (Rupees Eight Thousand Ninety Six Rupees).
The components with break-up of your total remuneration is indicated in Appendix A of this letter.
You will not be entitled to any other remuneration / benefits / amenities other than what is stated herein, unless specifically authorized by a separate written consent of the management.

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MAHISHADAL RAJ COLLEGE

Kusumi Tudu

Warehouse & Logistics Office:
Allen Industrial Warehouse Pvt. (Khata No: 5225, LR No: 83, Mouza: Dankuni SB, Post Office: CC, Police Station: Dankuni, District: Hooghly, Pin: 712310) West Bengal

BAAZAR RETAIL PRIVATE LIMITED
CIN:U74110WB2018PTC229448
(Formerly known as Reliti Merchandise Private Limited)
Registered Office:
PS Srijan Corporate Park, Office No 1103, 11th Floor, Tower 1
Plot G-2, Block GP, Sector-V, Salt Lake, Kolkata - 700091, West Bengal, Ph.: 033 4094 9966
Website: www.baazar.com; Email id: ulog@baazarkolkata.com

The family store

Baazar

4. Probation

You will be on probation for a period of six (6) months from the date of joining. Based on your performance, the probation can be confirmed, terminated or extended for a further period as deemed necessary.
On successful completion of your probation period, you shall be given a letter confirming you as a regular employee of the Company. Until and unless the company issues you a written confirmation, your service shall continue to remain under probation. During Probation Period, your appointment can be terminated by either party giving 15 days' notice or salary less off.

Appendix B lays out the broad terms and conditions of service governing your employment with the Company. These are subject to change from time to time. You will be expected to carefully read, and keep yourself abreast of, the policies of the Company as amended or amended from time to time. These amendments shall be binding on you immediately on its publication or effective date of any amendment. It is important to note that the Company has a documented Human Resource Policy (hereinafter HR Policy). The HR Policy inter-alia contains various important provisions, for e.g. leaves, notice period, etc., which are applicable to all employees. Such provisions of HR Policy shall, by reference, be deemed to be part of your employment contract with the Company and you shall always be bound by the same. As an employee of the Company, you are requested to go through the HR Policy and other policies or any amendment thereon carefully to fully understand these provisions and its implication on your employment with the Company.

5. General:

a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice.
b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you relating to the same subject matter.
c. Our institution is an equal right employer, value based and each of your action should always reflect this attitude in spirit and action.
d. You will not either directly or indirectly engage yourself, either full time or part time, elsewhere in any job, profession or business of any nature during the tenure of your employment with the Company.
e. This appointment is valid subject to:
- Your pre-employment medical examination report which declares you to be medically fit.
- Your furnishing at the time of joining, documents as proof of your having been relieved by your present employer.
- Our receiving satisfactory references on your background verification.

In the event of any inconsistency between this employment contract and the HR Policy, the provisions of HR Policy shall supersede.
To confirm your acceptance to this agreement, please initial all the pages and put your signature on the declaration at the last page of this agreement and return to us the duplicate copy of the entire agreement duly initialed and signed.
It is our pleasure once again to welcome you in **Baazar Retail Private Limited** and we look forward to a mutually rewarding association.

Yours Faithfully,
For **Baazar Retail Private Limited**

Authorised Signatory

Kunami Tudu

Warehouse & Logistics Office:
Andhy Industrial Warehouse Park,Khatian No: 5225,J.L.No.83,
Mouza: Dankuni,Post Office:DCC, Police Station-Dankuni,
Dist:Hooghly, PIN: 712310 West Bengal

CTC Details

Name	[illegible]
Employee Name	[illegible]
Birth Date	[illegible]
Joining Date	[illegible]
Department Name	
Status	[illegible]
Grade	[illegible]
Branch	[illegible]
Designation	[illegible]
Designation	[illegible]
Allowances	
Basic	[illegible]
House Rent Allowance	[illegible]
TOTAL GROSS	[illegible]
Deductions	
Professional Tax(PT)	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]
TOTAL DEDUCTION	[illegible]
Monthly Take Home	[illegible]
Yearly Gross	[illegible]
Provident Fund (PF)	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]
Gratuity Payment Monthly	[illegible]
Cost To Company (CTC)	[illegible]
Cost To Company (CTC)	[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

Kunjomi Tudu

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Appendix II
General Terms & Condition

1. **Verification**

Your employment in the Baazar Retail Private Limited ("Company") is subject to satisfactory verification of your certificates, testimonials, and personal particulars/ credentials. The Company reserves the right to get a background check (including criminal history record search, education and employment, and personal details verification) conducted on you, which you explicitly agree to, whether done directly by us or through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Company or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice or compensation.

2. **Date of Birth**

You will be bound by the date of birth declared and captured in the contract of employment for all service matters with the Company, including your retirement age. Though at this time the Company has accepted this as your date of birth on the basis of your statement and the documents you have provided, the Company may at any time call upon you to furnish additional proof thereof as deemed appropriate.

3. **Retirement Age**

The retirement age from the services of the Company is **58 years**.

4. **Retirement/ Separation Benefits**

You will be entitled to gratuity benefits as per the Payment of Gratuity Act, 1972.

5. **Nationality**

You confirm that you are an Indian national and holding valid Indian citizenship document such as Passport,Aadhar etc and are thus exempt from any additional work authorisation to work in India.

However, if you are a non-Indian holding a foreign passport, you will be required to demonstrate that you have the necessary authorisations for working in India by submission of relevant documents. It will be your responsibility to ensure that throughout your employment with Baazar Retail Private Limited your work authorizations including but not limited to any statutory registrations etc are up to date and you shall hold Baazar Retail Private Limited harmless and indemnified against any act or omission on your part in this regard. In case the work authorisation ends during the course of your employment with Baazar Retail Private Limited your contract with Baazar Retail Private Limited will be deemed to be terminated.

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PROPRIETOR
M. MUNRAGAL BAIG

6. **Working Hours**

The working hours of the Company has been provided in the HR Policy. Your work is of continuous responsibility and you will be expected to complete your assigned duties within the required time frame.

7. **Leave**

Your annual leave entitlement will be as provided in the HR Policy of the Company as amended from time to time.

Initial of Joiner/Employee Kuramu Tudu

8. **Medical Fitness**

This offer of employment is subject to your self-declaration that you are medically fit to work. In case, at any time in future, it is found that you are not medically fit to discharge your duties diligently and efficiently on a continuous basis, your services are liable to be terminated. The decision taken by the management in this regard, taking into consideration the Medical Report, shall be final and binding on you.

As a measure to ensure the health and safety of its employees, the management reserves the right:

a. To suggest periodical medical assessment and/or production of such fitness report to the company.
b. To conduct non-invasive screening measures like temperature checks which would be conducted only during the extraordinary situations such as COVID-19 outbreak or similar outbreak in future.
c. To report the suspected cases to competent health authorities in good faith.
d. To know first-hand information of communicable disease such as COVID-19 occurrence or symptoms from its employees etc.
e. To allow an employee who has been infected and recovered, to resume office again.
f. To encourage and/or mandate work from home including the right to take disciplinary action if an employee is not performing his/her assigned duties, while working from home.

9. **Reimbursements**

The Company will reimburse you on actuals for any reasonable and necessary expenses incurred by you in the course of your work, provided that such expenses are approved in advance in writing by your immediate superior. You shall provide the Company with such vouchers and other evidence of actual payment of such expenses as the Company may reasonably require.

10. **Increments & Promotions**

The Company will conduct regular performance reviews to evaluate your performance and contribution to the Company, and to ascertain your capability to execute the role and responsibilities entrusted to you by the Company.

Your overall performance will be evaluated by the Company's management and any promotions and/or increments may be declared, as deemed appropriate by the Company, based on the evaluation.

11. **Posting & Transfer**

Your place of posting shall be as indicated in the first page of this Contract of Employment and you agree to be transferred in such capacity as the Company may from time to time determine. In such a case, you shall be governed by the specific terms and conditions applicable to your new location.

12. **Secondment**

Your job may entail you to proceed, from time to time, on assignments at stations outside your place of posting and stations overseas. Based on exigencies of work and at the discretion of the Company, your services may also be transferred to any store / warehouse / office of the Company or seconded to any of its associate Company in India or abroad or to any office of the Company abroad. In such event, you will be governed by the transfer and secondment rules framed by the Company and / or by such associate Company in this respect. In the event of your transfer and / or secondment, you will also be governed by the specific terms and conditions applicable to your new location. You will be

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responsible to remain compliant with all applicable immigration/ visa and foreign exchange rules in this regard.

13. **Confidentiality**

Maintaining confidentiality is a condition to your employment. During your employment, you will not store, possess, use or disclose confidential/ personal/ sensitive information or data (including those from any of your previous employment(s) with other organizations) in an unauthorized manner. You shall not bring any such information or data into the Company.

You acknowledge that you will have access to confidential information. You acknowledge that the confidential information is the valuable property of the Company and is critical to its business of the Company. You shall forever hold the confidential information in confidence and shall not publish, disclose or disseminate, at any time, to any person, or use for any purpose any confidential information other than such purposes as shall be required to fulfil your duties with the Company, or remove any confidential information, in whole or in part, from the Company's premises, without prior written permission.

You shall observe utmost confidentiality and secrecy of any and all information received by you or entrusted to you in the course of your employment and you shall at all times, whether during or after the termination of your employment, act with utmost fidelity and not disclose or divulge such information to a third party or make use of such information for your own benefit.

Upon termination of your employment, you will immediately surrender to the Company all files, books, magazines, reports, documents, manuals, audio and video tapes, discs and any other knowledge data bases entrusted to you in the course of your employment.

You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copy rights material which is the property of the company - for your own benefit or for the benefit of any third party - either during the course of your employment or after your separation.

14. **Intellectual Property**

You acknowledge and agrees that your Contribution to the business of the Company as well as any portion thereof shall be the sole property of the Company from date of creation thereof, and you hereby assigns the same in favour of the Company irrevocably, unconditionally and in perpetuity.

For the purpose of this Clause, "**Contribution**" means Intellectual Property or parts thereof, conceived, developed, or otherwise made by you, alone or jointly with others and in any way relating to the Company's present or proposed products, programs or services or tasks or projects assigned to you, or for the Company's clients during the term of you engagement with the Company.

"**Intellectual Property**" means in relation to the Company all trademarks, service marks, logos, patents, domain names and utility models, copyrights, inventions, brand names and business names and any similar rights and the benefit (subject to the burden) of any of the foregoing (in each case whether registered or unregistered and includes applications for the grant of any of the foregoing and the right to apply for any of the foregoing in any part of the world).

15. **Non-Compete And Non-Solicitation**

During the Term and for a period of 2 (two) years thereafter, the Employee, shall not carry on or engage in, directly or indirectly, whether through partnership or as a shareholder, joint venture partner, collaborator, consultant or agent or in any other manner whatsoever,

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Initial of Licence/Employee Kusumi Tudu

the business of any other legal entity which competes, directly or indirectly, with the business of the Company.

During the Term, and for a period of 2 (two) years thereafter, the Employee, shall not directly or indirectly, at his right in any manner solicit or entice away or attempt to solicit or entice away (or authorise the taking of any such action by any other person) any potential investor, employee, representative and/or consultant who has been engaged with the Company.

16. Cessation of Employment

During the tenure of this employment (upon confirmation), your employment may be terminated by either party giving notice as given below or a Gross Salary in lieu thereof for the notice period, during which period the Employee shall be on the rolls of the Company and shall be required to perform his/her duties, obligations and responsibilities in accordance with the provisions of this Letter. The Company shall have the right to waive the Notice or any period of the Notice by paying the Remuneration to the Employee for such period in lieu thereof.

The notice period for termination of employment by either side for the various levels shall be as specified in HR Policy of the Company. As per the allowed policy, the current notice period for the various levels is set out below:

Position	Notice Period
Associate Vice President & Above	90 Days
Senior General Manager	
General Manager	
Deputy General Manager	
Assistant General Manager	60 Days
Senior Manager	
Manager / Store Manager	
Deputy Manager / Assistant Store Manager	
Assistant Manager / Department Manager	
Executive	30 Days
Associate / Senior Associate / Associate Support	
Probationer	15 Days

However, the period that is prescribed on the date of giving notice shall apply.

Any leave availed must be compulsorily, properly authorized and documented as per the Company Policy. In the event an unapproved/unauthorized leave for greater than 10 (Ten) days, the same shall be treated as breach of employment terms and voluntary abandonment of your employment services with the Company. Under such circumstances, the Management reserves the right to take necessary disciplinary action towards such misconduct including but not limited to permanent termination of employment services.

17. Termination without notice

The Company may terminate / suspend your services at any time immediately without giving written notice or salary payment in lieu of that notice to the employee, if it has been alleged and prima facie established through preliminary enquiry (Internal/External) of any indicative events below. If so, you may not be allowed to resume / resign during the period that such enquiry is under contemplation or in progress.

(i) misconduct (ii) repeated misconduct (iii) breach of instructions by an employee (iv) failure to safeguard the assets of the Company (v) activities which bring the Company into disrepute (vi) any false/misrepresentation is false (vii) the employee is found to have willfully suppressed any material information/default or (viii) breach of this Letter, which defaults, where curable, is not cured within 7 (seven) days of the Company informing

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Initial of Joiner Employee: Kaustavi Tudu

of such breach; (ix) failure by the Employee to perform its duties towards the Company in accordance with the terms hereof and the Policies (x) criminal conviction by court of law (xi) failure to adhere to HR Policy and Code of Conduct, office procedures, rules and regulations that may be in force from time to time or (xii) where situations warrants action outside this list of events.

Upon the termination of the employment with the Company for whatever reason, you will be required to undergo the exit clearance procedure as per the HR policy of the Company including return, without delay or demur, to the Company all its property of every nature and description including but not limited to personal computers, software, manuals, identity cards, uniform and all other items belonging to or issued by or on behalf of the Company in the course of or in connection with the Employee's employment with the Company. On the termination date, the Employee shall sign and deliver to the Company such declarations as the Company may reasonably require.

18. Exit formalities

Before termination of employment, you will be required to complete exit formalities and sign necessary forms in this regard, as per the policies of the Company.

You will be required to return to the Company, all documents, including copies thereof and property including but not limited to corporate expense card, fuel card, mobile phone, motor vehicle, IT equipments etc., where applicable, before your last working day in order to obtain release. You are also specifically restrained from keeping copies or extracts of any of the Company's documents with you, after your release from the services of the Company, except under specific written permission from the Company.

As part of your exit formalities, you have to provide in writing to the Company that you have not retained any data/ confidential information relating to the Company and that you will be personally liable to the Company in the event that it is found that any data/ confidential information was nevertheless retained by you. This liability shall remain whether or not any such data/ confidential information is later disclosed by you.

You as an employee expressly agree that your final settlement of dues shall happen only after completion of the aforesaid formalities and final adjusting all dues under whatsoever head then due to the Company. In case of shortfall in the amounts to be recovered, you shall forthwith settle the remaining amount without demur or protest. The exit formalities shall be kept in abeyance till the defult amount is paid in full.

19. Code of Conduct

The Code of Conduct Policy addresses how employees in the Company should behave and conduct business in a wide range of settings and situations. It is your responsibility to adhere to enforce the Code of Conduct and other Company policies consistently and appropriately as amended from time. You are expected to carefully read the Code of Conduct, the full text of which is available **with HR Team** and to keep yourself abreast of any amendments thereto as may be made from time to time. You are expected to bring any code of conduct related issue/ clarification/ grievance to the notice of the designated HR Team.
For further details please refer to HR Policy as amended from time to time.

20. Protection of Computer Software/ Company's Assets

The Company has a strict policy prohibiting the unauthorized reproduction or use of computer software purchased or licensed from an outside vendor. You will not bring into the Company, or use, any unauthorized or unlicensed software. You will be required to sign a declaration annually that you are complying with this policy. Where applicable, you shall be provided with a HAPPAY Card for expenses, mobile phone, etc. All these shall at all times remain the Company's property/ assets, and they must be returned to the Company on termination of employment or whenever requested by the Company or

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Initial of Joiner/Employee Kunonu Tudu

disposed of in accordance with the policies and directions under which they are issued.

You will be provided with access to a computer for your business use in the office. If you are allocated a portable computer for use with your work, you are required to take additional responsibility for the physical security of the equipment, as well as the information stored therein. You must make yourself aware of and comply with the Company's relevant policies and procedures applicable to usage of the Company's computer equipment, including the Company's policies on the appropriate use of email and the internet. You acknowledge and agree that the Company reserves the right to monitor your usage of the Company's computer(s) and IT systems' resources towards ensuring that there is no unauthorized usage thereof.

21. Exclusivity

During the continuance of your employment with the Company, it is a condition of your employment that you will not engage yourself in any other trade, business or occupation, including private practice and consulting, without obtaining prior written permission of the Company.

22. Wrongful Dissemination

You must not host, display, upload, modify, store, make available or transmit, publish, update or share in or through the Facilities of the Company or otherwise any information or material which:

- belongs to another person to which you have no rights and/or which infringes any person's intellectual property rights;
- is or is likely to be perceived as defamatory, threatening, misleading, offensive or inappropriate, or materially misrepresents facts;
- contains any virus, harmful component or corrupted data or any other computer code, files or programs designed to interrupt, destroy or limit the functionality of the computer resources and Facilities of the Company;
- contains any unlawful advertising, promotion or solicitation;
- violates any applicable law or regulation;
- is grossly harmful, harassing, blasphemous, defamatory, obscene, pornographic, pedophilic, libelous, invasive of another's privacy, hateful, or racially, ethnically objectionable, disparaging, relating or encouraging money laundering or gambling, or otherwise unlawful in any manner whatsoever;
- is grossly offensive or menacing in nature;
- impersonates another person.

23. Representations & Warranties

You acknowledge that you are competent and free to execute the Letter. This Letter when executed and delivered by you will constitute a valid and legally binding obligation, enforceable in accordance with its terms.

The execution, delivery and performance obligations set out in this Letter by you does not and will not conflict with, result in a breach of or default under any applicable law in India, or any order, writ, injunction or decree of any court or governmental authority having competent jurisdiction, or any agreement, arrangement, contract, understanding, written or oral, to which you are a party.

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The credentials and information provided by you to the Company with respect to your qualifications and ability to perform the duties, responsibilities and obligations under this Letter are true and correct.

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You are medically fit to perform the duties and obligations in accordance with this Letter and have furnished to the Company a certificate of medical fitness, issued by a

Initial of Junior Employee Kumari Tudu

doctor or medical officer in the form acceptable to the Company.

You have disclosed all material and relevant information which may either affect your employment with the Company currently or in the future or may be in conflict with the terms of your employment with the Company, either directly or indirectly.

24. Duties & Obligation

a. You shall be entrusted with duties as may be indicated to you by the Management / Board from time to time.
b. You shall be required to comply with all operating Policies (as defined below), procedures and practices of the Company as regards your duties.
c. You shall devote your whole working time, attention and energies to the business of the Company as may be necessary and will use your best endeavours to promote the interest and welfare of the Company.
d. You shall not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or Policy of the Company or exceed the authority or discretion vested in himself without the previous sanction of the Company.
e. You shall avoid any action which may result in a conflict between your personal interests and the interests of the Company in dealing with suppliers, customers and any organisations or individuals doing or seeking to do business with the Company.
f. You shall avoid any interaction with the media, electronic, print or otherwise, on behalf of the Company unless specifically authorised by the Company in this regard.
g. During the Term, you shall not directly or indirectly engage yourself in any other business, occupation or employment, whether or not such activity is pursued for profit, gain or otherwise and you shall not render any other commercial or professional services or participate in any other commercial activity whether on a full time or a part time basis.
h. You shall perform and discharge all duties and functions assigned by the Company in a faithful, competent and professional manner.
i. You agree to maintain proper discipline, dignity and decorum during the course of your employment with the Company.
j. You agree and undertake that you shall not either directly or indirectly receive or accept for your benefit any commission, rebate, discount, gratuity, money or gift from any an individual, firm, company or any other legal entity having or who has had any business connection with the Company as well as from any employee/official of the Company (other than the your regular compensation).
k. You agree that you have no objection in the Company or its affiliates sharing his personal information and documents including but not limited to Aadhar Card, Voter ID, PAN card, Passport , name, gender, date of birth, addresses, mobile number, email, educational records and employment records with any reference/ antecedent verification organization appointed by the Company for the purpose of background checks and verification of the employees of the Company.
l. You undertake that you have been given the opportunity to read the terms and conditions of the various policies, procedures and processes of the Company (collectively the "**Policies**") including but not limited to the Leave and Attendance policy. You further undertake that you will be bound to all the terms and conditions of the Policies and any violation thereof shall subject you to appropriate disciplinary proceeding(s). The Company's decision on all such matters shall be final and binding on you. You understand that such Policies are subject to review and may be modified periodically and all such modified Policies shall be applicable to you.

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25. Indemnity

Without prejudice to any other right available to the Company under any prevailing Law or General or in equity, you shall compensate, indemnify, defend and hold harmless the Company, its affiliates, directors, employees and officers (collectively, the "Indemnified Parties") from and against any and all losses, liabilities, damages, deficiencies, demands,

Initial of Joinee/Employee Kusumi Tudu

claims (including third party claims) actions, of any kind or other costs or expenses (including, without limitation, reasonable legal fees) ("Losses") incurred or suffered by imposed upon or asserted against the Indemnified Parties based upon or arising out of or in relation to or otherwise in connection with the following on your part: (i) any inaccuracy in any of the representations contained in this Letter; and/or (ii) breach of any covenants, undertakings or obligations under this Letter; and/or (iii) non-compliance of any applicable law.

24. Dispute Resolution

If any dispute arises between You and the Company (hereinafter individually referred to as "Party" and collectively referred to as "Parties") during the subsistence of this Letter or thereafter, in connection with the validity, interpretation, implementation or alleged breach of any provision of this Letter or in regarding a question, including a question as to whether the termination of this Agreement by one Party hereto has been legitimate, the Parties hereto shall endeavour to settle such dispute amicably. The attempt to bring about an amicable settlement is considered to have failed as soon as any Party hereto, after reasonable attempts which attempt shall continue for not less than 30 (thirty) days ("Discussion Period"), gives a notice thereof to the other Party in writing.

In case of such failure, either Party may refer the dispute to a sole arbitrator appointed by the Company. If the Parties fail to jointly appoint an arbitrator within 30 (thirty) days after the end of the Discussion Period, the arbitrator shall be appointed in accordance with the Arbitration and Conciliation Act, 1996. The arbitration proceedings shall be governed by the Arbitration and Conciliation Act, 1996.

The place and seat of the arbitration shall be Kolkata, India. The arbitration proceedings shall be governed by the laws of India. The proceedings of arbitration shall be in the English language. The arbitrator's award shall be substantiated in writing. The arbitral tribunal shall also decide on the costs of the arbitration proceedings. The award shall be final and binding on the Parties.

Yours Faithfully,

For Bazar Retail Private Limited

Authorised Signatory

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MAHESHWARI RAI COLLEGE

Initial of Issuer/Employer Kumari Tudu

DECLARATION

By signing this agreement, I hereby completely acknowledge and agree that I have carefully read and understood the above agreement (including the attached terms and conditions thereto) and accept the same unconditionally. I will make myself fully aware of, and be bound by, the rules and regulations of the Company as amended from time to time. In particular, I declare that:

a) I will furnish only true copies of my certificates, testimonials, and other necessary documents on demand.

b) I acknowledge and agree to the Company reserving the rights to get a background check conducted on me either by itself or through a third party agency. In furtherance thereof, I hereby authorize the Company to collect and retain copies of my personal particulars (including educational certificates, copies of passport, driving license, PAN card, voter identification card etc) either directly or through a third party agency.

c) There are no ongoing or pending criminal cases/ criminal liabilities on me nor have I ever been convicted of any criminal offence.

d) I am not in possession, in an unauthorized manner, of any confidential, sensitive, or personal information/ data/ material of any other Company or individual (collectively 'Sensitive Data'). I shall not bring any Sensitive Data into the Company and shall not use any such Sensitive Data in an unauthorized manner, during or after my tenure with the Company.

e) I shall not commit, or cause to commit, any act or omission, which I believe to be illegal or against the Company's Code of Conduct and/or Policies.

f) In the event of any wilful or intentional misconduct, fraud, dishonesty, or breach of confidentiality on my part, I will personally be liable to the Company.

Kunami Tudu
Signature

Date 02/01/2024

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MANDSRADAL RAI COLLEGE

Initial of Issuer/Employer: Kunami Tudu

AB-CO/OFF/041221

06th Nov 2023

Mr /Miss MAMANI MUNIAN

Dear MAMANI MUNIAN

With reference to our discussions, you had with us, we are pleased to offer you an appointment as **Junior Officer in the Operations Department at RL1 at Absolute Barbeque Pvt Ltd Chennai location.**

You are required to report for duties on 15th nov2023 otherwise this offer will be automatically cancelled. Please bring the original & photocopies of the following documents.

- All educational certificates,
- Six no.'s of passport size.
- Original of Driving License or pan card.
- Original of Aadhar Card is mandatory.
- Bank Passbook or Cheque book of your personal Bank Account. The Bank Account should have your name as per your AadharCard.

You shall be entitled for Gross salary 10,483 **per Month** Also, you will be eligible for Free **Food which includes, breakfast, lunch and dinner, Mediclaim for Self &parents and leaves & Other benefits as per policy and Free Accommodation till L1.**

You will be eligible for **promotion after Six month** of Service basis on your performance.

Please return the duplicate copy of this letter as a token of acceptance of our offer.

Thanking you,

From, Absolute Barbeque Pvt Ltd.**Accepted** Mamani Munian

(Authorized Signatory)

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MAHISHADAL RAI COLLEGE

Absolute Barbeque Pvt. Ltd.
Regd. Office: 2nd Floor, Apurupa Silpi, Indira Nagar, Gachibowli, Hyderabad-500032, Telangana
Email ID: legal@absolute-barbecue.com | Website: www.absolute-barbecue.com
CIN: U55101TG2013PTC090647

TRENT LIMITED
A TATA Enterprise

Ref: TREL/HR/2024/96089 15/01/2024

Mr. Mrinal Karmakar
Vill Nadha ROE Chaimara P 54 Nakuria District

Dear Mr.Mrinal Karmakar,

Sub: Appointment as Sales Associate Emp No: 96083

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Operation to be located at 2252-Kolkata-West Bengal, on the following terms and conditions. Please refer Annexure I, for detailed information regarding your per month/per annum emolument.

Statutory deductions, as applicable, would be effected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act,in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services 11/01/2024 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you 90 days' notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will give the Company 90 days' notice in writing or pay 90 days salary in lieu of notice.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail CFXPC7554A and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company on attaining the age of 58 years.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001 TEL : (91-22) [illegible] FAX : (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (E-NZ1), MUMBAI - 400 051 TEL : (91-22) [illegible] FAX : (91-22) [illegible]
Email id : [illegible] Website : www.trentlimited.com CIN : [illegible]

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5. Your current location for day-to-day work will be at Z352 Kolkata-West Bengal. However, your services are liable to be transferred one post to another, from one department to another, from one store to another store and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulation, service conditions and benefits as applicable in the department, store and the city where you are posted.

6. It shall be your sole responsibility to get yourself relieved from existing employment if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your present employer may make against you or liabilities arising therefrom.

7. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

8. You will observe a six-day working week.

9. You are allotted Employee No 36089 and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

10. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

11. You will abide by HR policies which may be amended from time to time.

12. You will abide by POSH policies (Prevention of sexual harassment Policy) which may be amended from time to time.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: (91-22) [illegible] FAX : (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, A BLOCK, PLOT NO. C-48, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: (91-22) [illegible] FAX : (91-22) [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

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The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned therein.

Please acknowledge the terms and conditions as token of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct)

Thanking You,
For Trent Limited

Mr. Ajay Menon
Authorised Signatory

Encl: CTC Statement

I have read the above terms and Conditions and I accept the same

Mrinal Karmakar
(Mr.Mrinal Karmakar)

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MAHESHWADAL KAI COLLEGE

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001 TEL : 91-22-6665 8282 FAX : 91-22-2204 0641

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BEHIND CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051 TEL : 91-22-6705 9000 FAX : 91-22-6705 9100
Email id : [illegible] Website : www.trentlimited.com CIN : [illegible]

TRENT LIMITED
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ANNEXURE I: Compensation FY 2023 – 24

Name	Mr Minal Karmakar
Emp Code	96089
Location code	2252
Location	2252-Kolkata-West Bengal
Qualification	EDU
Date of Joining	11/01/2024
Date of Birth	15/09/2000

Statement Showing Existing Emoluments	INR
Salary Components	
Basic	10,793
House Rent Allowance	538
Educational Allowance	0
Additional Allowance(if applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	0
Gross Earning	11,331
Employee State Insurance Corporation (ESIC)	367
Provident Fund	1,293
Employee Deposit Linked Scheme (EDLI)	83
TOTAL CTC	13,013
Gratuity	518
Mediclaim	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,531
Annual Grand CTC	162,381.72

Remarks

Subject to change as per the new Laws applicable by the Government from 1st April 2021
Payment of Gratuity will be governed as per the provisions of the Payment of Gratuity Act, as the area of application.
*Tax compensation is subject to the declaration as per the Indian Income Tax rules. **The bell components are discretionary and will be calculated only if opted by the employee

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : [illegible] FAX : [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : [illegible] FAX : [illegible]
Email-id : [illegible] Website : [illegible] CIN : [illegible]

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COL...

TRENT LIMITED
A TATA Enterprise

SERVICE AGREEMENT

AN AGREEMENT, made this 11/01/2024 BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Eurobay House, 24, Homi Mody Street,Mumbai-400001 and Corporate Office at Trent House, G Block, Plot No. C60, Beside Citibank, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 (hereinafter called 'the Company' which expression shall include the successors and assignees of the Company) of the ONE PART AND

Mr Minal Karnekar
(Here in after called "the Employee") of the OTHER PART.

WHEREBY IT IS AGREED as follows

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 11/01/2024 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. The service of the Employee are liable to be terminated by giving 90 days' notice in writing by either party to the other party or by surrendering 90 day's salary in lieu of notice.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also exercise all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Condition/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if so required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

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6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other impositions, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's scheme/rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company, submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall –

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof.

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require.

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working, processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be, an associate or a subsidiary of the Company.

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TRENT LIMITED
A TATA Enterprise

(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require;

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company;

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company, and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company;

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge;

(i) not, during his/her employment with the Company, wilfully waste, spoil, embezzle, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession;

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company;

(k) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries;

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001 TEL. (91-22) 6665 0000 FAX : (91-22) 2204 2061

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051 TEL. (91-22) 6705 9000 FAX : (91-22) 6705 9100
Email id : investor@trent-tata.com Website : www.trentlimited.com CIN : L24300MH1952PLC008651

ATTESTED
PRINCIPAL
MANISHALAL KHAN COLLEGE

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A TATA Enterprise

11. While serving the Company the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of this Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) vouchers, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, maders, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come in to the Employees possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (all other patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or hereafth used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : (91-22) 6665 8282 FAX : (91-22) 2284 0891

CORPORATE OFFICE : TRENT HAVEN, G-48 DDA, PLOT NO. C-48, BESIDE LIC BANK, SAKET, NEW DELHI (COMPLEX: SAKET) MUMBAI - 400 001. TEL : (91-22) 6700 9000 FAX : (91-22) 6700 8100
Email id : ... Website : ... CIN : ...

ATTESTED
PRINCIPAL
MAHESHADAL NAV COLLEGE

TRENT LIMITED
A TATA Enterprise

14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) conducts any experiment, tests or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulae and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of

a) Any act of dishonesty, disobedience, insubordination, unruliness, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

c) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

d) For purpose of sub-clause (c) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. During employment with the Company the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give to the Company 90 Days' notice in writing or (90 Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

17. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more information.

18. It is expressly agreed by and between the parties hereto that –

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waiver by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

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PRINCIPAL
MANISHALAL VAJ COLLEGE

TRENT LIMITED
A TATA Enterprise

(c) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee, whether committed before or at the time of the termination of the Employee's employment hereunder.

19. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such properties/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

20. The Employee shall not at any time, after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly:

(a) represent himself/herself as being in any way connected with or interested in the business of the Company; or

(b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company;

(c) either on his/her own account or for any person, firm or company solicit, induce with or endeavour to entice away from the Company any Employee of the Company;

(d) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

21. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

22. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address.

REGISTERED OFFICE : [illegible]
CORPORATE OFFICE : [illegible]

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

TRENT LIMITED
A TATA Enterprise

1. Trent Limited

Trent House, G Block,

Plot No. C60, Beside Citibank,

Bandra Kurla Complex, Bandra (East)

Mumbai - 400051

2 Minal Karmakar

Vill Madhia RGE Chalmara P.54 Neburia District

Purulia

West Bengal

India

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter.

23. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India, that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

24. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

25. The Employee shall abide and conduct himself/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her.

26. The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned therein.

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

TRENT
LIMITED
A TATA Enterprise

In WITNESS WHEREOF, the parties hereto have executed these present the day and year first above written.

SIGNED AND DELIVERED,
For and on behalf of by the within named
For Trent Limited

Mr Ajay Menon

Authorised Signatory

Mrinal Karmakar

(Mr Mrinal Karmakar)

ATTESTED
PRINCIPAL
MAHESHADAL RAJ COLLEGE

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001 TEL : (91-22) 6665 4282 FAX : (91-22) 2284 0841
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE CITY BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051 TEL : (91-22) 6705 9000 FAX : (91-22) 1700 9700
Email id : investor@trent-tata.com Website : www.trentlimited.com CIN : L15420MH1952PLC008951

AB-CO/OFF/041221

06th Nov 2023

Mr /Miss PAMPA PATRA

Dear PAMPA PATRA

With reference to our discussions, you had with us, we are pleased to offer you an appointment as **Junior Officer in the Operations Department at RL1 at Absolute Barbeque Pvt Ltd Chennai location.**

You are required to report for duties on 15th nov2023 otherwise this offer will be automatically cancelled. Please bring the original & photocopies of the following documents.

- All educational certificates,
- Six no.'s of passport size.
- Original of Driving License or pan card.
- Original of Aadhar Card is mandatory.
- Bank Passbook or Cheque book of your personal Bank Account. The Bank Account should have your name as per your AadharCard.

You shall be entitled for Gross salary 10,483 **per Month** Also, you will be eligible for Free **Food which includes, breakfast, lunch and dinner, Mediclaim for Self &parents and leaves & Other benefits as per policy and Free Accommodation till L1.**

You will be eligible for **promotion after Six month** of Service basis on your performance.

Please return the duplicate copy of this letter as a token of acceptance of our offer.

Thanking you,

From, Absolute Barbeque Pvt Ltd **Accepted** Pampa Patra

(Authorized Signatory)

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Absolute Barbeque Pvt. Ltd.
Regd. Office: 2nd Floor, Apurupa Silpi, Indira Nagar, Gachibowli, Hyderabad-500032 Telangana
Email ID: legal@absolute-barbecue.com | Website: www.absolute-barbecue.com
CIN: U55101TG2013PTC090647

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 598, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Rounak Maity

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 05/12/2023 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainership your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I, Rounak Maity accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Rounak Maity

Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

Arambagh Foodmart Pvt. Ltd. Kolkata-20

DGM-HRD,Admin & Compliance
HR Manager
Arambagh Foodmart Pvt. Ltd.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

HALDIRAM

(A unit of Pratik Food Product)

Ref No:-HR/LOI/2023-2023/012

15/01/2024

Rinki Panda,
Village Uttarkhamr
Ahukarerbirdh
Purba Medniipur
West Bengal-721454.

Sub:-Offer Letter.

Dear Rinki Panda,

Congratulations from Pratik Food Products!

Haldiram, is delighted to offer you the full-time position of **Counter Sales** with an anticipated start date of **01/02/2024**

As the **Counter Sales,** you will be responsible for the day-to-day operational activities for the company. You would be expected to look after and take initiatives for the development, management, well-being and growth of the company in alignment with the vision of the management. You will report directly to the **Counter Head,** of the company at **24, Ashutosh Chowdary Ave, Kolkata-700019.**

The offered Gross salary for this position is **9300** per month. Payment will be made within 10th of the every month on a monthly basis by direct deposit to your salary account.

Request you to bring along the below mentioned documents at the time of joining:

- Passport size Photograph (3copies)
- UAN number/ ESIC Number
- Copy of Education certificates (SSLC/HSC/Graduation/post-Graduation/Diploma/etc.)
- Address Proof (Voting Card/Driving License/Passport/Aadhar Card)
- Copy of Employment/Service Certificate from the previous employer
- Copy of 3 months Bank Statement and Salary slip from the previous Employer

We would like you to start work on **01/02/2024** at **10:AM**. Please report to **Subhajit Mullick,** for documentation and orientation. If this date is not acceptable, please contact the undersigned immediately.

Your probation period will be six months from the date of joining.

Please sign the enclosed copy of this letter and return it to the undersigned by **01/02/2024** 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,

Subhajit Mullick
HR. Department

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MAHISHADAL RAJ COLLEGE

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2013PTC174417
GSTIN : 19AAKCA2561K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 69B, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Pratik Gope,

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 05/12/2023 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc. Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainership your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I, Pratik Gope accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Pratik Gope

Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

Arambagh Foodmart Pvt. Ltd. Kolkata-20

DGM-HRD,Admin & Compliance

Arambagh Foodmart Pvt. Ltd

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 68B, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Partha Tunga,

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 05/12/2023This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainership your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I, Partha Tunga accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Partha Tunga
Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

Arambagh Foodmart Pvt. Ltd. Kolkata-20

DGM-HRD,Admin & Compliance
HR Manager
Arambagh Foodmart Pvt. Ltd.

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PRINCIPAL
MAHISHADAL RAJ COLLEGE

TRENT LIMITED
A TATA Enterprise

Ref: TREL/Jan/2024/94527

26/12/2023

Ms Sampa Patra
Semunia , Deshopran, Purba Medinipur

Dear Ms. Sampa Patra,

Sub: Appointment as Sales Associate Emp.No 8-1507

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Operation 05 be located at 2084-Kolkata-West Bengal, on the following terms and conditions. Please refer Annexure I, for detailed information regarding your per month/per annum emoluments.

Statutory deductions, as applicable, would be effected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services 26/12/2023 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you 90 days' notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will give the Company 90 days' notice in writing or pay 90 days salary in lieu of notice.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail (TAPM5994E) and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company on attaining the age of 58 years.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : [illegible] FAX : [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : [illegible] FAX : [illegible]
Email id - [illegible] Website : [illegible] CIN - [illegible]

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5. Your current location for day-to-day work will be at Z-888-Kolkata-West Bengal. However, your services are liable to be transferred one post to another, from one department to another, from one store to another store and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulation, service conditions and benefits as applicable in the department, store and the city where you are posted.

6. It shall be your sole responsibility to get yourself relieved from exiting employment if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your present employer may make against you or liabilities arising therefrom.

7. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

8. You will observe a six-day working week.

9. You are allotted Employee No.94507 and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

10. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

11. You will abide by HR policies which may be amended from time to time.

12. You will abide by POSH policies (Prevention of sexual harassment Policy) which may be amended from time to time.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: [illegible] FAX : [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: [illegible] FAX : [illegible]
Email Id : [illegible] Website : [illegible] CIN : [illegible]

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The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

Please acknowledge the terms and conditions as token of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct)

Thanking You,
For Trent Limited

Mr. Ajay Menon
Authorized Signatory

Encl: CTC Statement

I have read the above terms and Conditions and I accept the same.

Sampa Patra
(Ms. Sampa Patra)

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REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI – 400 001. TEL.: [illegible] FAX : [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-60, BESIDE [illegible], BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI – 400 051. TEL.: [illegible] FAX : [illegible]
Email ID : [illegible] Website : [illegible] CIN : [illegible]

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ANNEXURE I : Compensation FY 2023 - 24

Name	Ms. Sangita Patra
Emp Code	94537
Location code	258501
Location	2-WB-Kolkata-West Bengal
Qualification	EDU
Date of Joining	30/10/2023
Date of Birth	16/10/1997
Statement Showing Existing Emoluments	
Salary Components	INR
Basic	15,763
House Rent Allowance	630
Educational Allowance	0
Additional Allowance(if applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	0
Gross Earning	11,331
Employee State Insurance Corporation (ESIC)	367
Provident Fund	1,892
Employee Deposit Linked Scheme (EDLI)	63
TOTAL CTC	13,613
Gratuity	918
Mediclaim	0
Performance Linked Avail I (Maximum)**	0
Monthly CTC	13,531
Annual Grand CTC	162,361.72

Remarks:

Subject to change as per the new Laws applicable by the Government from 1st April 2021
Payment of Gratuity will be governed as per the provisions of the Payment of Gratuity Act, at the time of separation
Your compensation is subject to tax deductions as per the Indian Income Tax rules. The cash components are illustrative and will be adjusted and if paid by the employee

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : [illegible] FAX : [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-38, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : [illegible] FAX : [illegible]
Email Id : [illegible] Website : [illegible] CIN : [illegible]

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SERVICE AGREEMENT

AN AGREEMENT, made this 28/12/2023 BETWEEN Trent Limited a Company Incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street,Mumbai-400001 and Corporate Office at Trent House, G Block, Plot No. C60, Besides Citibank, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 (hereinafter called "the Company" which expression shall include the successors and assignees of the Company) of the ONE PART AND

Ms. Sampa Patra
(Here in after called "the Employee") of the OTHER PART.

WHEREBY IT IS AGREED as follows:

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 28/12/2023 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. The service of the Employee are liable to be terminated by giving 60 days' notice in writing by either party to the other party or by surrendering 60 day's salary in lieu of notice.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also exercise all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Conditions/Standing Orders as may be applicable in the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if so required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

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6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other impositions, if any, payable on account of the employment of the Employee under this Agreement, shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's schemes/rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company, submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall –

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof;

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require;

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working, processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be, an associate or a subsidiary of the Company;

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(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require;

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company;

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company;

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge;

(i) not, during his/her employment with the Company, wilfully waste, spoil, embezzle, or pilfering any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession;

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company;

(k) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries;

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: (91-22) [illegible] FAX : (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, SUB DIVI, PLOT NO. C-60, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: (91-22) [illegible] FAX : (91-22) [illegible]
E-mail id : [illegible] Website : www.trentlimited.com CIN : [illegible]

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11. While serving the Company the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) voucher, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, readers, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come in to the Employees possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) making or devises any process or improvement (whether patentable or not) or compiles any data relating to any process technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or hereafter used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: [illegible] FAX : [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-61, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: [illegible] FAX : [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

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14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) conducts any experiment, tests or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulate and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of

a) Any act of dishonesty, disobedience, insubordination, unruliness, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

c) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

d) For purpose of sub-clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. During employment with the Company the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give to the Company 90 Days' notice in writing or 90 Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

17. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more information.

18. It is expressly agreed by and between the parties hereto that –

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waiver by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

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b) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee, whether committed before or at the time of the termination of the Employee's employment hereunder.

19. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

20. The Employee shall not at any time, after the termination of this Agreement, for whatever cause either personally or by his agent, directly or indirectly

a) represent himself/herself as being in any way connected with or interested in the business of the Company, or

b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company.

c) either on his/her own account or for any person, firm or company solicit, interfere with or endeavour to entice away from the Company any Employee of the Company.

d) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

21. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

22. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL.: [illegible] FAX : [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-80, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: [illegible] Fax : [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

ATTESTED
PRINCIPAL
MAHISHADAL H.

TRENT LIMITED
A TATA Enterprise

1. Trent Limited
Trent House, G Block,
Plot No. C60, Bandra Colony
Bandra Kurla Complex, Bandra (East)
Mumbai - 400051

2. Sampa Patra
BAILIHA, DESHJIPRAN,PURBA MEDINIPUR
Purba Medinipur
West Bengal
India

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter.

23. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India, that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or being in thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

24. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

25. The Employee shall abide and conduct himself/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her.

26. The Women employees would be governed by "The Maternity Benefit Act, 1961" as amended up to date and they shall also be entitled to the benefits mentioned therein.

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MAHISHADAL RAJ COLLEGE

TRENT LIMITED
A TATA Enterprise

IN WITNESS WHEREOF, the parties hereto have executed these present the day and year first above written.

SIGNED AND DELIVERED,
For and on behalf of by the within named
For Trent Limited

Mr Ajay Menon

Authorised Signatory

Sampa Pore

(Ms. Sampa Pore)

ATTESTED
PRINCIPAL
MAHESHADAL KAI COLLEGE

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL. : [illegible] FAX : [illegible]

CORPORATE OFFICE : [illegible] MUMBAI - 400 051. TEL. : [illegible] FAX : [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

Adecco

Corporate Office
No 71/1, 11th Floor, Summit B
Brigade Metropolis, Garudacharya Palya
Mahadevapura, Whitefield Main Road, Bangalore – 560 048
Tel: +91 80 - 66407000

To,
Mr./Ms. **Shilabati Mudi**

Date: 29-Jan-2024

Dear Mr./Ms. **Shilabati Mudi**

APPOINTMENT LETTER

We are pleasured to offer you the position of **OPERATOR** in our company for a fixed period of employment.

1. You shall be paid as per Annexure (Salary Structure) and we shall be the sole decision maker to modify / revise your remuneration structure at any time.
2. You shall report to work on **29-Jan-2024** at 9:00 am at Client location as communicated.
3. Since your appointment is for rendering services to our Client at client location, you will be governed by the specific Terms and Conditions of the client.
4. You will be covered under Provident Fund Scheme as per Employees Provident Fund Act & Employees' State Insurance as per Employees' State Insurance Act.
5. We are a service oriented company; your service will be required in various clients' locations.
6. You shall not claim to be the employee of any of our client's Organization, where we may depute you from time to time.
7. Your services shall be liable to be transferred from one place to another and/or from one Department, Organization, to another and / or from one post to another/ One Region to another Region purely at the discretion of the Management and or account of exigencies of work.
8. You will work on 6 days a week i.e. from Monday to Saturday. You may be required to work in various shifts, if need arises. Similarly, the client organization may change the working hours, if the work exigencies so require.
9. Your contract of employment shall be valid for a period of Eleven months ("Employment Period") from the date of Appointment. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co terminate with the aforementioned project / work. This Contract may be extended as per the client's requirements and needs. At the end of the above-referred Employment Period, your contract of employment will stand terminated automatically without any notice or communication to you unless your Employment Period is explicitly extended by us by a letter in writing.
10. All the job instructions will be given by our client's Supervisors/In charge. In consultation with us, you shall adhere to the same.
11. In case of resignation, our management reserves the right to accept it with immediate effect. During your Employment Period with us, you will not join any other organization.
12. For resigning from the job, you will be required to give us Seven days' advance notice in writing.
13. Confidentiality, Discipline and Conflict of Interest Clause. You must keep confidential all trade secrets and information which comes to your attention or which you know or ought to know that the information is to be treated as confidential.

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Confidential information includes:

a) Technical information, plans and product specifications;

b) Employee records;

c) Business plans and forecasts;

d) Financial records, reports, accounts and proposals;

e) Client's intellectual property;

f) Quotations and tenders submitted or prepared for submission to clients and potential clients;

g) Clients lists, names of Client contacts and terms of trade with Client;

h) Information on client's suppliers or the client's other Clients would considered commercially valuable and/ or secret; and Telephone lists, policy documents, training documents, quality documents and any other internally used information regarding the operations of the client.

j) Contract employee's salary and salary details. You will also not remove information or copies of information from the Client's premises except where your employment requires it and where the client has given consent. The obligation of confidentiality exists both during the employment and after your employment ceases. Any breach of confidentiality shall be regarded as a serious misconduct for which you may be dismissed or terminated forthwith without any notice or payment in lieu of notice or any other employment benefits. On the termination of the agreement, all papers, records and documents in your possession shall be returned to the Client or to us as the case may be.

k) Any other Information, documentation, record, photographs, designs, processes, systems, maps and installations which are deemed confidential by virtue of operations' exclusive usage at client site where you are deputed and leakage of the same to any unauthorized person, company, firm, organization etc. is detrimental to the interest of Client

l) You shall be duty bound to return all the property, data, information, record (confidential/ otherwise) of the Client (where you are deputed) while leaving your services, and non-adherence to this obligation will amount material breach of confidentiality and your service conditions, which will render you liable for legal action under law.

14. You will be responsible for the maintenance and safe custody of any document, tools, machinery, or any other client item ("Property") provided at our clients locations. In case of any loss or damages to any such Property due to negligence on your part, you shall be liable for disciplinary action which could lead to termination of your services and also financial compensation by you to our client.

15. If, in the opinion of the company, you are found to be guilty of breach of any of the above clauses or other rules and regulation of the company or the Client, or if you are found negligent or dishonest in your duty, the company shall have the right to terminate your services forth with and take any action as deemed fit.

16. You shall not place personal considerations above the Company's or Client's interest in any business dealings and you shall not indulge yourself in any unlawful or illegal acts. Such an act, omission or commission shall result in disciplinary, legal or any other appropriate action against you by the client or us.

17. Police Verification Certificate /PVC
You shall submit the police verification certificate (PVC) within 21 days from the date of joining, in failure this appointment letter shall be considered as "cancelled" and you shall be terminated immediately in the ground of "void ab initio", thereunto you shall not have any rights or claims against the employer before any authorities.

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Corporate Office
No 73/1, 13th Floor, Survey 3,
Brigade Metropolis, Gamidi Pur Polya
Metropolis, Whitefield Main Road, Bangalore - 560 048
Tel: +91 80 - 68407000

18.Education Document and Qualification Relaxation Clause.

You acknowledge and agree that this offer is being made to you on the condition precedent that, you shall submit the final semester / final year result sheet and PDC attested by the college Principal within 90 days from the date of your joining, failing which this appointment letter shall be considered as "cancelled" and your employment offer shall be deemed "void ab initio", and thereunto you shall not have any rights or claims whatsoever against the employer before any authorities. This clause is not applicable if you are already submitted all the education documents at the time of your joining.

In acceptance of the above terms and conditions, please sign the enclosed copy of this letter and return the same to us.

Adecco India Pvt. Ltd.

Vinith R G
Head - Onboarding

Authorized Signatory
Adecco India Pvt. Ltd

Julie Rory
Senior Manager – SSC

Authorized Signatory

I, Shilabati Mudi Read, understood accept and acknowledge the above terms and conditions of appointment letter. I confirm that I didn't give any bond or original documents to the contractor, it is important to mention that I didn't pay any fee for placing me in a suitable position. I am joining this company through direct contact and there is no subcontractor or agency in between me and contractor.

Candidate name and signature. Shilabati Mudi

ATTESTED
PRINCIPAL
MARISHADAL RAI COLLEGE

Adecco

Corporate Office
No 73/1, 13th Floor, Tower 1+2
Brigade Metropolis, Garudachar Palya
Mahadevapura, Whitefield Main Road, Bangalore - 560 048
Tel. +91 80 - 68407000

COMPENSATION SHEET

Employee Code: 208308
Name : Shilabati Mudi
Designation : OPERATOR

Compensation	Rs. Per Month
BASIC SALARY	12874.00
FIXED VDA	1342.00
ADVANCE AGAINST STATUTORY BONUS @ 8.33 % ON BASIC	1101.00
LEAVE ALLOWANCE	693.00
GROSS (SUB TOTAL A)	16010.00
PROVIDENT FUND EMPLOYER	1874.00
ESI DEDUCTION- EMPLOYER	531.00
EMPLOYER DEDUCTION (SUB TOTAL B)	2405.00
CTC (SUB TOTAL A+B)	18715.00
PROVIDENT FUND EMPLOYEE @12%	1710.00
ESI DEDUCTION- EMPLOYEE @0.75%	123.00
CANTEEN	240.00
TRANSPORT	-
EMPLOYEE DEDUCTIONS (SUB TOTAL C)	2073.00
TAKE HOME (SUB TOTAL A-C)	14237.00

Note: "Net salary is subjected to all statutory deductions and applicable tax deductions."
* Income Tax, Professional Tax and LWP as applicable will be deducted as per the applicable laws.
*Canteen & Transport expenses will be deducted per month, proportionate to the number of day's you have attended.
*Leave Allowance will be paid per month, proportionate to the number of day's you have attended.

Annual CTC : Rs. 224,580.00

Adecco India Pvt. Ltd.

ATTESTED
PRINCIPAL
MAHESHADAL RAJ COLLEGE

Julie Roy
Senior Manager – SSC

Vinakh R G
Head - Onboarding

Adecco India Pvt. Ltd.,

I hereby accept the above-mentioned terms and conditions.

Name: Shilabati Mudi Signature: Shilabati Mudi Date: 29/9/22

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2013PTC174417
GSTIN : 19AAKCA2551K1ZG
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 698, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Somnath Bouri,

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 05/12/2023This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc. Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainership your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I, Somnath Bouri accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Somnath Bouri
Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

Arambagh Foodmart Pvt. Ltd. Kolkata-700

DGM-HRD,Admin & Compliance

HR Manager
Arambagh Foodmart Pvt. Ltd.

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Adecco

Corporate Office
No 7/1/2, 11th Floor, Summit B
Brigade Metropolis, Consulate Palace
Mahadevapura, Whitefield Main Road, Bangalore - 560 048
Tel. +91 80 - 68407000

To,
Mr./Ms. Sudipa Das

Date: 29-Jan-2024

Dear Mr./Ms. Sudipa Das

APPOINTMENT LETTER

We are pleasured to offer you the position of **OPERATOR** in our company for a fixed period of employment.

1. You shall be paid as per Annexure (Salary Structure) and we shall be the sole decision maker to modify / revise your remuneration structure at any time.
2. You shall report to work on **29-Jan-2024** at 9:00 am at Client location as communicated.
3. Since your appointment is for rendering services to our Client at client location, you will be governed by the specific Terms and Conditions of the client.
4. You will be covered under Provident Fund Scheme as per Employees Provident Fund Act & Employees' State Insurance as per Employees' State Insurance Act.
5. We are a service oriented company; your service will be required in various clients' locations.
6. You shall not claim to be the employee of any of our client's Organization, where we may depute you from time to time.
7. Your services shall be liable to be transferred from one place to another and/or from one Department, Organization, to another and / or from one post to another/ One Region to another Region purely at the discretion of the Management and or account of exigencies of work.
8. You will work on 6 days a week i.e. from Monday to Saturday. You may be required to work in various shifts, if need arises. Similarly, the client organization may change the working hours, if the work exigencies so require.
9. Your contract of employment shall be valid for a period of Eleven months ("Employment Period") from the date of Appointment. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co terminate with the aforementioned project / work. This Contract may be extended as per the client's requirements and needs. At the end of the above-referred Employment Period, your contract of employment will stand terminated automatically without any notice or communication to you unless your Employment Period is explicitly extended by us by a letter in writing.
10. All the job instructions will be given by our client's Supervisors/In charge. In consultation with us, you shall adhere to the same.
11. In case of resignation, our management reserves the right to accept it with immediate effect. During your Employment Period with us, you will not join any other organization.
12. For resigning from the job, you will be required to give us Seven days' advance notice in writing.
13. Confidentiality, Discipline and Conflict of Interest Clause. You must keep confidential all trade secrets and information which comes to your attention or which you know or ought to know that the information is to be treated as confidential.

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Confidential information includes:

a) Technical information, plans and product specifications;

b) Employee records;

c) Business plans and forecasts;

d) Financial records, reports, accounts and proposals;

e) Client's intellectual property;

f) Quotations and tenders submitted or prepared for submission to clients and potential clients;

g) Clients lists, names of Client contacts and terms of trade with Client;

h) Information on client's suppliers or the client's other Clients would considered commercially valuable and/ or secret; and Telephone lists, policy documents, training documents, quality documents and any other internally used information regarding the operations of the client.

j) Contract employee's salary and salary details. You will also not remove information or copies of information from the Client's premises except where your employment requires it and where the client has given consent. The obligation of confidentiality exists both during the employment and after your employment comes. Any breach of confidentiality shall be regarded as a serious misconduct for which you may be dismissed or terminated forthwith without any notice or payment in lieu of notice or any other employment benefits. On the termination of the agreement, all papers, records and documents in your possession shall be returned to the Client or to us as the case may be.

k) Any other Information, documentation, record, photographs, designs, processes, systems, maps and installations which are deemed confidential by virtue of operations/ exclusive usage at client site where you are deputed and leakage of the same to any unauthorized person, company, firm, organization etc. is detrimental to the interest of Client

l) You shall be duty bound to return all the property, data, information, record (confidential/ otherwise) of the Client (where you are deputed) while leaving your services, and non-adherence to this obligation will amount material breach of confidentiality and your service conditions, which will render you liable for legal action under law.

14. You will be responsible for the maintenance and safe custody of any document, tools, machinery, or any other client item ("Property") provided at our clients locations. In case of any loss or damages to any such Property due to negligence on your part, you shall be liable for disciplinary action which could lead to termination of your services and also financial compensation by you to our client.

15. If, in the opinion of the company, you are found to be guilty of breach of any of the above clauses or other rules and regulation of the company or the Client, or if you are found negligent or dishonest in your duty, the company shall have the right to terminate your services forth with and take any action as deemed fit.

16. You shall not place personal considerations above the Company's or Client's interest in any business dealings and you shall not indulge yourself in any unlawful or illegal acts. Such an act, omission or commission shall result in disciplinary, legal or any other appropriate action against you by the client or us.

17. Police Verification Certificate /PVC
You shall submit the police verification certificate (PVC) within 21 days from the date of joining, in failure this appointment letter shall be considered as "cancelled" and you shall be terminated immediately in the ground of "void ab initio", thereunto you shall not have any rights or claims against the employer before any authorities.

Adecco

Corporate Office
No 73/1, 11th Floor Summit II
Brigade Metropolis, Garudachar Palya
Mahadevapura, Whitefield Main Road Bengaluru - 560 048
Tel. +91 80 - 68407000

18.Education Document and Qualification Relaxation Clause:

You acknowledge and agree that this offer is being made to you on the condition precedent that, you shall submit the final semester / final year result sheet and PDC attested by the college Principal within 90 days from the date of your joining, failing which this appointment letter shall be considered as "cancelled" and your employment offer shall be deemed "void ab initio", and thereunto you shall not have any rights or claims whatsoever against the employer before any authorities. This clause is not applicable if you are already submitted all the education documents at the time of your joining

In acceptance of the above terms and conditions, please sign the enclosed copy of this letter and return the same to us.

Adecco India Pvt. Ltd.

Vinakh R G
Head - Onboarding

Authorized Signatory
Adecco India Pvt. Ltd

Julie Roy
Senior Manager – SSC

Authorized Signatory

I, **Sudipa Das Raul**, understood accept and acknowledge the above terms and conditions of appointment letter. I confirm that I didn't give any bond or original documents to the contractor, it is important to mention that I didn't pay any fee for placing me in a suitable position. I am joining this company through direct contact and there is no subcontractor or agency in between me and contractor.

Candidate name and signature. Sudipa Das

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Adecco

Corporate Office
No 73/1, 13th Floor, Sarjapur Rd
Bragade Metropolis, Gundappa Palya
Hoodi Village, Whitefield Main Road, Bangalore - 560 048
Tel. +91 80 - 66497000

COMPENSATION SHEET

Employee Code: 206358	
Name	: Sudipa Das
Designation	: OPERATOR

Compensation	Rs. Per Month
BASIC SALARY	12874.00
FIXED VDA	2542.00
ADVANCE AGAINST STATUTORY BONUS @ 8.33 % ON BASIC	1301.00
LEAVE ALLOWANCE	693.00
GROSS (SUB TOTAL A)	16410.00
PROVIDENT FUND EMPLOYER	1874.00
ESI DEDUCTION- EMPLOYER	531.00
EMPLOYER DEDUCTION (SUB TOTAL B)	2405.00
CTC (SUB TOTAL A+B)	18715.00
PROVIDENT FUND EMPLOYEE @12%	1730.00
ESI DEDUCTION- EMPLOYEE @0.75%	123.00
CANTEEN	240.00
TRANSPORT	-
EMPLOYEE DEDUCTIONS (SUB TOTAL C)	2093.00
TAKE HOME (SUB TOTAL A-C)	14317.00

Note: "Net salary is subjected to all statutory deductions and applicable tax deductions."
* Income Tax, Professional Tax and LWP as applicable will be deducted as per the applicable laws.
*Canteen & Transport expenses will be deducted per month, proportionate to the number of day's you have attended.
*Leave Allowance will be paid per month, proportionate to the number of day's you have attended.

Annual CTC : Rs.224,586.00

Adecco India Pvt. Ltd.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

Vinith R G
Head - Onboarding

Julie Roy
Senior Manager – SSC

Adecco India Pvt. Ltd.,

I hereby accept the above-mentioned terms and conditions.

Name: Sudipa Das Signature: Sudipa Das Date: 29/12/23

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Adecco

Corporate Office, No 73/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevapura, Whitefield Main Road, Bengaluru – 560048
Tel +91 -80-68407000

Date: 01 / 03 / 2024

Dear DIPTI DAS
Address: Kolkata

Thank you for showing interest in joining our organization.

Based on the job application and the initial representation, we are interested in taking your candidature forward for deputation with one of our clients. We would like to inform you that the hiring process can sometimes take more time than anticipated and assure you that your application is still active and under consideration.

While we are in the process of evaluating all candidates thoroughly, we want you to know that your candidacy remains a priority for us. We are dedicated to making sure we select the best fit for the role and the team, which requires a more comprehensive assessment.

The location of the job along with other benefits will be communicated to you shortly. The final offer will be subject to clearance of assessment test, UAN clearance and scrutiny of relevant documents. This Letter does not guarantee any employment.

As part of the selection process, you are required to hand over the mandatory documents listed below to our representative.

- Copy of Aadhaar Card (both sides) & details in the same has to be matching with your SSLC / Xth marks card.
- Copy of Bank Passbook or copy of cancelled cheque (with your name, bank account number, and IFSC clearly printed)
- Copy of SSLC / Xth marks card and highest education qualification certificate
- Police Verification Certificate
- Covid Vaccination Certificate (2 doses)

We are anticipating finalizing the selection process within the next few weeks. In the meantime, please feel free to reach out to our Recruiters (Name) Anurag Kumar (Mobile No) 9798214275 if you have any questions or if there have been any changes to your availability or contact information.

Please note: Adecco or representatives of Adecco does not solicit gifts or money in any kind, hence any claims of this sort will not be entertained.

With Warm Regards,

Anurag Kumar

(Recruiter)
Authorized Signatory

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MAHESHADAL RAJ COLLEGE

I hereby accept the above-mentioned terms and conditions.

Name: Dipti Das Signature: Dipti Das Date: 21.02.2024

Adecco

7L

Corporate Office, No 71/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevpura, Whitefield Main Road, Bengaluru – 560048
Tel +91 -80-68407000

Date: 01 / 03 / 2024

Dear MOUMITA MAHATO
Address: Kolkata

Thank you for showing interest in joining our organization.

Based on the job application and the initial representation, we are interested in taking your candidature forward for deputation with one of our clients. We would like to inform you that the hiring process can sometimes take more time than anticipated and assure you that your application is still active and under consideration.

While we are in the process of evaluating all candidates thoroughly, we want you to know that your candidacy remains a priority for us. We are dedicated to making sure we select the best fit for the role and the team, which requires a more comprehensive assessment.

The location of the job along with other benefits will be communicated to you shortly. The final offer will be subject to clearance of assessment test, UAN clearance and scrutiny of relevant documents. This Letter does not guarantee any employment.

As part of the selection process, you are required to hand over the mandatory documents listed below to our representative.

- Copy of Aadhaar Card (both sides) & details in the same has to be matching with your SSLC / Xth marks card.
- Copy of Bank Passbook or copy of cancelled cheque (with your name, bank account number, and IFSC clearly printed)
- Copy of SSLC / Xth marks card and highest education qualification certificate
- Police Verification Certificate
- Covid Vaccination Certificate (2 doses)

We are anticipating finalizing the selection process within the next few weeks. In the meantime, please feel free to reach out to our Recruiter (Name) Anurag Kumar (Mobile No) 9798774275 if you have any questions or if there have been any changes to your availability or contact information.

Please note: Adecco or representatives of Adecco does not solicit gifts or money in any kind, hence any claims of this sort will not be entertained.

With Warm Regards,

Anurag Kumar

(Recruiter)
Authorized Signatory

ATTESTED
PRINCIPAL
RAMSHRAYAL RAI COLLEGE

I hereby accept the above-mentioned terms and conditions.

Name: Moumita Mahato Signature: Moumita Mahato Date: 21/01/2024

Adecco India Private Limited
71/1, 13th Floor, Summit B, Brigade Metropolis, Garudacharpalya,
Mahadevapura, Whitefield Main Road, Bengaluru - 560 048, India.
Tel : +91 80 - 68407000 | Adecco.co.in | CIN : U12900KA1999PTC051999

AB-CO/OFF/041221

06th Nov 2023

Mr /Miss TUSHAR MONDAL

Dear TUSHAR MONDAL

With reference to our discussions, you had with us, we are pleased to offer you an appointment as **Junior Officer in the Operations Department at RL1 at Absolute Barbeque Pvt Ltd Chennai location**

You are required to report for duties on 15th nov2023 otherwise this offer will be automatically cancelled. Please bring the original & photocopies of the following documents.

- All educational certificates,
- Six no.'s of passport size.
- Original of Driving License or pan card.
- Original of Aadhar Card is mandatory.
- Bank Passbook or Cheque book of your personal Bank Account. The Bank Account should have your name as per your AadharCard.

You shall be entitled for Gross salary 10,483 **per Month** Also, you will be eligible for Free **Food which includes, breakfast, lunch and dinner, Mediclaim for Self &parents and leaves & Other benefits as per policy and Free Accommodation till L1.**

You will be eligible for **promotion after Six month** of Service basis on your performance.

Please return the duplicate copy of this letter as a token of acceptance of our offer.

Thanking you,

From, Absolute Barbeque Pvt Ltd. **Accepted** Tushar Mondal

(Authorized Signatory)

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

Absolute Barbeque Pvt. Ltd.
Regd. Office: 2nd Floor, Apartment Site, Indira Nagar, Lucknow, Hyderabad-500032, Telangana
Email ID: legal@absolutebarbeque.com | Website: www.absolutebarbeque.com
CIN: U55101TG2022PTC166417

(A unit of Pratik Food Product)

Ref No:-HR/LOI/2022-2023/034 25/01/2024

Sunita Patra Jana,
Shantulsai, Hirapur,
East Medinipur
West Bengal-721441.

Sub: Offer Letter

Dear Sunita Patra Jana,

Congratulations from Pratik Food Products!

Haldiram, is delighted to offer you the full-time position of **Counter Sales** with an anticipated start date of **01/02/2024**

As the **Counter Sales**, you will be responsible for the day-to-day operational activities for the company. You would be expected to look after and take initiatives for the development, management, well-being and growth of the company in alignment with the vision of the management. You will report directly to the **Counter Head**, of the company at **24, Ashutosh Chowdary Ave, Kolkata-700019.**

The offered Gross salary for this position is 9300 per month. Payment will be made within 10th of the every month on a monthly basis by direct deposit to your salary account.

Request you to bring along the below mentioned documents at the time of joining:

- Passport size Photograph (Bunches)
- UAN number/ ESIC Number
- Copy of Education certificates (SSLC/HSC/Graduation/post-Graduation/Diploma/etc.)
- Address Proof (Voting Card/Driving License/Passport/Aadhar Card)
- Copy of Employment/Service Certificate from the previous employer
- Copy of 3 months Bank Statement and Salary slip from the previous Employer

We would like you to start work on **01/02/2024** at **10:AM**. Please report to **Subhajit Mullick,** for documentation and orientation. If this date is not acceptable, please contact the undersigned immediately.

Your probation period will be six months from the date of joining.

Please sign the enclosed copy of this letter and return it to the undersigned by **01/02/2024** 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,

Subhajit Mullick
HR. Department

Sunita patra Jana

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

10. You will have to submit the Mobile phone during the duty hours with the store mgt. and you will have to perform duties as per Store Shift schedule.
11. You will be eligible for staff discounts only after 3 months from your joining date on a day fixed by the management.
12. Your Resignation letter need to be submitted in Hard copy, which is mandatory.
13. On successful completion of 6 months or tenure fixed by NAP'S authority time to time, you will get an opportunity to enroll yourself on Company's payroll.
14. You have to deposit your Staff uniform and Id Card to the Store Manager after the completion of your training otherwise an amount of Rs. 300/200 will be deducted from your stipend.
15. You are required to update the store manager regarding any changes in your personal details (Like change in Name / Mobile No. / Address / Marital Status) by filling up a new enrollment form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The quantum and timings of future increments or promotion shall be based on performances and circumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the Company during the period of your tenure, the Company shall be at liberty to summarily terminate your training and you will not be entitled to any further stipend whatsoever from the date of such termination. If at any time according to management's 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 as detrement to our interest or of violation of one or more terms, your training may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of Apprenticeship training does not imply any commitment to your confirmed employment and supersedes any other agreements, written or oral, with regard to your employment at Metro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sincerely,
For **Metro Retail Pvt. Ltd.**

Store Manager

I have read the terms and conditions of the offer and unconditionally accept the same.

Signature: RINKU PANDYANATH
Date: 02/02/2024

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711101
CIN:U74900WB2009PTC134717

Date: 02.02.2024

JOINING GUIDELINES

(National Apprentice Program Scheme)

To,
Dear,
Ms. Rinku Paramanik
With reference to your subsequent interview with us, we are pleased to offer you a designation of Retail sales Associate in our organization Metro Retail Pvt. Ltd.

Points to be understood and signed:

1. Your monthly stipend will be Rs **9000/-** per month.
2. Your date of reporting will be **02.02.2024**
3. Your Reporting location will be **Dharmatala** but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party **giving 15 (Fifteen) days' notice or 15 (Fifteen) days** Gross Salary, in lieu thereof.
4. During the course of your training, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration. **You will be governed by the terms and conditions of Apprentices Act, 1961 & the Apprenticeship Rules,1992.**
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (if any) / Voter Card / PAN Card / Blood Group /2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID card and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine", wherein both in & out punch is mandatory.
8. You are required to submit the leave application in advance for any absent/leave apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without information for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will n be entitled for any PL credit in your account. You will be entitled for CL & SL after 6 months o your joining on pro rata basis.

METRO RETAIL PVT. LTD.

G. ANJOU ROAD GKW COMPLEX, SHED NO. 1
DOWRAH 711101

baazar

Payslip for the Month of Feb.2024

Emp ID	01.12111	**Employee Name**	BINKU PARMANIK
PF No.	JEJN/0064232/0000015112	**ESI No.**	3119 [illegible]
No. of Days	29.00	**Days Present**	21.00
Designation	RETAIL SALES ASSOCIATE	**Department**	KIDS WEAR
A/c No.	30[illegible]9812	**Mode of Pay**	STATE BANK OF INDIA
UAN	100[illegible]7771	**Date of Joining**	02.02.2021
PAN		**Aadhar No.**	6736[illegible]7796

BASIC	3,250.00	PF	420.00
Allowance	1,750.00	ESI	60.00
HRA	1,750.00		
Total	**8,500.00**	**Total**	**492.00**
Net Pay	**8008.00**		

Total Net Payable : 8008.00 (Rupees Eight Thousand Eight only)

This is Computer Generated Pay Slip,Hence Signature is not required.

ATTESTED
PRINCIPAL
MAHESHADAL RAJ COLLEGE

baazar

METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
C I N U74900WB2009PTC135617

METRO RETAIL PVT. LTD.

Date: 01/03/2024

JOINING GUIDELINES

To,

Dear, Mr./Mrs./Ms. PUJA DAS

With reference to your subsequent interview with us, we are pleased to offer you a post of RETAIL SALES ASSOCIATE in our organization Metro Retail Pvt. Ltd.

Points to be understood and signed:

1. Your Gross Monthly salary will be Rs 9000.00 per month.
2. Your date of reporting will be 01/03/2024
3. Your Reporting location will be HOWRAH but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party giving 15 (Fifteen) days' notice or 15 (Fifteen) days Gross Salary, in lieu thereof.
4. During the course of the service, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration.
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (If any) / Voter Card / PAN Card / Blood Group /2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID card and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine" wherein both in & out punch is mandatory.
8. You are required to submit the leave application for any absent/leave in hard copy apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without information for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will not be entitled for any PL credit in your account. You will be entitled for CL & SL after 6 months of your joining on pro rata basis.

ATTESTED

PRINCIPAL
MAHESHADAL RAJ COLLEGE

baazar

METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
CIN U74900WB2006PTC119617

10. You will have to submit the Mobile phone during the duty hours with the store mgt. & you will have to perform duties as per Store Shift schedule.
11. You will be eligible for staff discounts only after 3 months from your joining date on a day fixed by management from time to time.
12. Your Resignation letter need to be submitted in Hard copy, which is mandatory.
13. You will be eligible for the appointment letter post probation period.
14. You have to deposit your Staff uniform and Id Card to the Store Manager at the time of resigning from the job, otherwise an amount of Rs.300/200 will be deducted from your salary.
15. You are required to update the store manager for any changes in your personal details. (Like change in Name / Mobile No. / Address / Marital Status) through a new enrollment Form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The quantum and timings of future increments or promotion shall be based, among other things and Circumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your services and you will not be entitled to any further remuneration whatsoever from the date of such termination of service. If at any time in management's 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 company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Metro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sincerely,
For Metro Retail Pvt. Ltd.

Manager

I have read the terms and conditions of the offer and unconditionally accept the same.

Signature: Rajo Das
Date: 01/02/2019

ARAMBAGH FOODMART PVT. LTD.

CIN : U74999WB2012PTC174417
GSTIN : 19AAKCA2551K1ZQ
REGISTERED OFFICE : MOUZA TELIPARA, PLOT NO. 107, ARAMBAGH-712601
PRINCIPAL OFFICE : 5B, CHOWRINGHEE ROAD, KOLKATA-700 020
MOBILE : 8336922173
E-mail : info@arambaghfoodmart.com

OFFER LETTER

Dear Silpa Singha Maity

With reference to your application and subsequent interview, we are pleased to offer you an assignment at ARAMBAGH FOODMART Pvt. Ltd as Sales Executive w.e.f 01/03/2024 This letter sets forth the terms of the offer, which, if you accept, will govern your assignment.

- Your employment will be confirmed, only if you qualify the period of retainership.
- Depending on your performance, the period of retainership is liable to be extended.
- During the period of retainer you would be paid a consolidated lump sum fee of 10000 / in INR.
- You will be entitled to receive Retainer fee and performance related allowances after completing one month of FY of the assignment.
- During the retainership period, if your performance is assessed to be unacceptable, particulars furnished by you are false or you are found to give wrong, misleading or damaging information to customers or proved to be associated with pilferage, other employees or seek employment with the customer, client, business associate etc Company may terminate the assignment immediately. If you wish to discontinue with the assignment you are required to inform the company 15days in prior.
- At the end of the period of retainership your assignment would be confirmed and you would be given in writing on the same.

By signing this offer letter below, I,Silpa Singha Maity accept this job, offered by ARAMBAGH FOODMART (P) Limited.

We wish you all the best for your career.

Sincerely,

Silpa Singha Maity
Date & Signature of Candidate

Arambagh Foodmart Pvt Ltd

Arambagh Foodmart Pvt. Ltd. Kolkata-20

DGM-HRD,Admin & Compliance

HR Manager
Arambagh Foodmart Pvt. Ltd.

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METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
C.I.N-U74900WB2009PTC135617

METRO RETAIL PVT. LTD.

Date: 01/03/2024

JOINING GUIDELINES

To,
Dear, Mr./Mrs./Ms. SRYANI PRADHAN
With reference to your subsequent interview with us, we are pleased to offer you a post of RETAIL SALES ASSOCIATE in our organization Metro Retail Pvt. Ltd.

Points to be understood and signed:

1. Your Gross Monthly salary will be Rs 9800-00 per month.
2. Your date of reporting will be 01/03/2024
3. Your Reporting location will be HOWRAH but you will be on probation for a period of 6 months from the date of joining until and unless the company issues you a written confirmation, your services shall continue to remain under probation. During the tenure of this employment (whether under probation or upon confirmation), your employment may be terminated by either party giving 15 (Fifteen) days' notice or 15 (Fifteen) days Gross Salary, in lieu thereof.
4. During the course of the service, you shall be liable to be posted / transferred at any location, department, establishment, factory/warehouse or branch of the company/group in existence now or which may be established anytime hereafter in India and/or abroad in such cases, you will be governed by the terms and conditions of service applicable to the new assignment, without any additional remuneration.
5. You are required to submit the below mentioned documents at the time of joining: - Copy of Aadhaar Card / Bank details / Last Educational Certificates / Previous Employment details (if any) / Voter Card / PAN Card / Blood Group /2 Recent Passport size color Photos.
6. You are required to attend duty in allowed uniform, shoes, ID card and clean shave on regular basis.
7. Your attendance will be calculated only through "Finger Print Attendance Machine" wherein both in & out punch is mandatory.
8. You are required to submit the leave application for any absent/leave in hard copy apart from weekly off. You will be treated as absconding and will be terminated from the job if you are absent without information for more than 7 days.
9. To get one PL credit in your account, you need to be physically present for a minimum of 12 days in any month. In case your physical attendance is below 12 days in any month you will not be entitled for any PL credit in your account. You will be entitled for CL & SL after 6 months of your joining on pro rata basis.

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METRO RETAIL PRIVATE LIMITED
97, Andul Road, GKW Compound
Shed No. 1, Howrah-711103
CIN:U74900WB2008PTC135617

10. You will have to submit the Mobile phone during the duty hours with the store mgt. & you will have to perform duties as per Store Shift schedule.
11. You will be eligible for staff discounts only after 3 months from your joining date on a day fixed by management from time to time.
12. Your Resignation letter need to be submitted in Hard copy, which is mandatory.
13. You will be eligible for the appointment letter post probation period.
14. You have to deposit your Staff uniform and Id Card to the Store Manager at the time of resigning from the job, otherwise an amount of Rs.200/200 will be deducted from your salary.
15. You are required to update the store manager for any changes in your personal details. (Like change in Name / Mobile No. / Address / Marital Statut) through a new enrollment Form only with changed information and supporting documents.
16. You will not create any profile which is related to our company name in any social media.
17. You will be checked by the security staff during every exit from the store.
18. Your cash memos will always be checked by the security guards.
19. The quantum and timings of future increments or promotion shall be based, among other things and Circumstances, merits and exigencies of the business and shall be at the absolute discretion of the Management.
20. If you commit any breach of the terms and conditions or found guilty of any misconduct or negligence in duties or bring any discredit to the company during the period of your service, the company shall be at liberty to summarily terminate your services and you will not be entitled to any further remuneration whatsoever from the date of such termination of service. If at any time in management's 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 company shall be entitled to recover the damages from you. The decision of the management shall be final in this regards.

This offer of employment does not imply any commitment to your continued employment and supersedes any other agreements, written or oral, with regard to your employment at Metro Retail Pvt. Ltd. Please indicate your acceptance of this offer under the terms herein above by returning a signed and dated copy of this letter to us.

Sincerely,

For Metro Retail Pvt. Ltd.

Manager

I have read the terms and conditions of the offer and unconditionally accept the same.

Signature: Sayani Pradhan

Date: 01-03-2024

7L

Adecco

Corporate Office, No 73/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevapura, Whitefield Main Road, Bengaluru – 560048
Tel +91 -80 68407000

Date: 01 / 01 / 2024

Dear LAXMI BAURI
Address: kolkata

Thank you for showing interest in joining our organization.

Based on the job application and the initial representations, we are interested in taking your candidature forward for deputation with one of our clients. We would like to inform you that the hiring process can sometimes take more time than anticipated and assure you that your application is still active and under consideration.

While we are in the process of evaluating all candidates thoroughly, we want you to know that your candidacy remains a priority for us. We are dedicated to making sure we select the best fit for the role and the team, which requires a more comprehensive assessment.

The location of the job along with other benefits will be communicated to you shortly. The final offer will be subject to clearance of assessment test, UAN clearance and scrutiny of relevant documents. This Letter does not guarantee any employment.

As part of the selection process, you are required to hand over the mandatory documents listed below to our representative.

- Copy of Aadhaar Card (both sides) & details in the same has to be matching with your SSLC / Xth marks card.
- Copy of Bank Passbook or copy of cancelled cheque (with your name, bank account number, and IFSC clearly printed)
- Copy of SSLC / Xth marks card and highest education qualification certificate
- Police Verification Certificate
- Covid Vaccination Certificate (2 doses)

We are anticipating finalizing the selection process within the next few weeks. In the meantime, please feel free to reach out to our Recruiters (Name) Anurag Kumar (Mobile No) 9798774225 if you have any questions or if there have been any changes to your availability or contact information.

Please note: Adecco or representatives of Adecco does not solicit gifts or money in any kind, hence any claims of this sort will not be entertained.

With Warm Regards,

Anurag Kumar

(Recruiter)
Authorized Signatory

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I hereby accept the above-mentioned terms and conditions.

Name: Laxmi Bauri Signature: Laxmi Bauri Date: 21/01/2024

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73/1, 13th Floor, Summit B, Brigade Metropolis, Garudacharpalya,
Mahadevapura, Whitefield Main Road, Bengaluru - 560 048, India.
Tel : +91 80 - 68407000 | Adecco.co.in | CIN : U72900KA1999PTC051999

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Corporate Office, No 73/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevapura, Whitefield Main Road, Bengaluru - 560048
Tel +91 80 68407000

Date: 08 / 01 / 2024

Dear SARASWATI BALIRI
Address: Kalkaca

Thank you for showing interest in joining our organization

Based on the job application and the initial representation, we are interested in taking your candidature forward for deputation with one of our clients. We would like to inform you that the hiring process can sometimes take more time than anticipated and assure you that your application is still active and under consideration.

While we are in the process of evaluating all candidates thoroughly, we want you to know that your candidacy remains a priority for us. We are dedicated to making sure we select the best fit for the role and the team, which requires a more comprehensive assessment.

The location of the job along with other benefits will be communicated to you shortly. The final offer will be subject to clearance of assessment test, UAN clearance and scrutiny of relevant documents. This Letter does not guarantee any employment.

As part of the selection process, you are required to hand over the mandatory documents listed below to our representative.

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- Copy of Bank Passbook or copy of cancelled cheque (with your name, bank account number, and IFSC clearly printed)
- Copy of SSLC / Xth marks card and highest education qualification certificate
- Police Verification Certificate
- Covid Vaccination Certificate (2 doses)

We are anticipating finalizing the selection process within the next few weeks. In the meantime, please feel free to reach out to our Recruiters (Name) Anurag Kumar (Mobile No) 9798734225 if you have any questions or if there have been any changes to your availability or contact information.

Please note: Adecco or representatives of Adecco does not solicit gifts or money in any kind, hence any claims of this sort will not be entertained.

With Warm Regards,

Anurag Kumar
(Recruiter)
Authorized Signatory

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I hereby accept the above-mentioned terms and conditions.

Name: Saraswati Bauri Signature: Saraswati Bauri Date: 9.1.01.2024

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Mahadevapura, Whitefield Main Road, Bengaluru - 560 048, India.
Tel : +91 80 - 68407000 | Adecco.co.in | CIN : U32900KA1999PTC051989

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Corporate Office, No 73/L, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevapura, Whitefield Main Road, Bengaluru – 560048
Tel +91 -80-68407000

Date: 01 / 03 / 2021

Dear REKHA BAURI
Address: Kolkata

Thank you for showing interest in joining our organization.

Based on the job application and the initial representation, we are interested in taking your candidature forward for deputation with one of our clients. We would like to inform you that the hiring process can sometimes take more time than anticipated and assure you that your application is still active and under consideration.

While we are in the process of evaluating all candidates thoroughly, we want you to know that your candidacy remains a priority for us. We are dedicated to making sure we select the best fit for the role and the team, which requires a more comprehensive assessment.

The location of the job along with other benefits will be communicated to you shortly. The final offer will be subject to clearance of assessment test, UAN clearance and scrutiny of relevant documents. This Letter does not guarantee any employment.

As part of the selection process, you are required to hand over the mandatory documents listed below to our representative.

- Copy of Aadhaar Card (both sides) & details in the same has to be matching with your SSLC / Xth marks card.
- Copy of Bank Passbook or copy of cancelled cheque (with your name, bank account number, and IFSC clearly printed)
- Copy of SSLC / Xth marks card and highest education qualification certificate
- Police Verification Certificate
- Covid Vaccination Certificate (2 doses)

We are anticipating finalising the selection process within the next few weeks. In the meantime, please feel free to reach out to our Recruiters (Name) Anurag Kumar (Mobile No) 9798274775 if you have any questions or if there have been any changes to your availability or contact information.

Please note: Adecco or representatives of Adecco does not solicit gifts or money in any kind, hence any claims of this sort will not be entertained.

With Warm Regards,

Anurag Kumar
(Recruiter)
Authorized Signatory

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I hereby accept the above-mentioned terms and conditions.

Name: Rekha Bauri Signature: Rekha Bauri Date: 21/04/2021

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Mahadevapura, Whitefield Main Road, Bengaluru - 560 048, India.
Tel : +91 80 - 68407000 | Adecco.co.in | CIN : U72900KA1999PTC051999

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A TATA Enterprise

Ref: TER/MAR/2024/22042

Date: 01.03.2024

Ms Priyanka Hansda
ICHAPUR FARIDPUR PASCHIM BARDHAMAN

Dear Priyanka Hansda

Sub: Appointment as Sales Associate Emp.No: 22042

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Operation to be located at 2064-Kolkata-West Bengal, on the following terms and conditions. Please refer Annexure I, for detailed information regarding your per month/per annum emolument.

Statutory deductions, as applicable, would be effected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services (1/03/2024) and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you 90 days' notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will give the Company 90 days' notice in writing or pay 90 days salary in lieu of notice.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail (BJUPH0485J) and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company on attaining the age of 58 years.

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5. Your current location for day-to-day work will be at 20B4-Kolkata-West Bengal; however, your services are liable to be transferred one post to another, from one department to another, from one store to another store and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulation, service conditions and benefits as applicable in the department, store and the city where you are posted.

6. It shall be your sole responsibility to get yourself relieved from existing employment if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your present employer may make against you or liabilities arising therefrom.

7. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

8. You will observe a six-day working week.

9. You are allotted Employee No.20042 and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

10. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

11. You will abide by HR policies which may be amended from time to time.

12. You will abide by POSH policies (Prevention of sexual harassment Policy) which may be amended from time to time.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400001 TEL : [illegible] FAX : [illegible]

CORPORATE OFFICE : TRENT HOUSE, G BLOCK, FLOOR NO. [illegible] BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400051. TEL : [illegible] FAX : [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

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The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there in.

Please acknowledge the terms and conditions as token of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct)

Thanking You,
For Trent Limited

Mr. Ajay Menon
Authorized Signatory

Encl: CTC Statement

I have read the above terms and Conditions and I accept the same.

(Priyanka Hansda)
Priyanka Hansda

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TRENT LIMITED
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ANNEXURE I | Compensation FY 2023 - 24

Name	Priyanka Hansda
Emp Code	23042
Location code	2064
Location	2064-Kolkata-West Bengal
Qualification	BDU
Date of Joining	01/03/2024
Date of Birth	26/06/2003

Statement Showing Existing Emoluments

Salary Components	Inr
Basic	10,783
House Rent Allowance	538
Educational Allowance	0
Additional Allowance(if applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	0
Gross Earning	11,321
Employee State Insurance Corporation (ESIC)	367
Provident Fund	1,292
Employee Deposit Linked Scheme (EDLI)	53
TOTAL CTC	13,013
Gratuity	518
Mediclaim	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,531
Annual Grand CTC	162,361.72

Notes:

[illegible]

[illegible]

REGISTERED OFFICE : [illegible] TEL.: [illegible] FAX : [illegible]

CORPORATE OFFICE : TRENT HOUSE, G BLOCK, PLOT NO. C-60, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL.: 91-22 6705 9000 FAX : 91-22 6705 9100
Email : [illegible] Website : www.[illegible].com CIN : [illegible]

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MAHISHADAL RAJ COLLEGE

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SERVICE AGREEMENT

AN AGREEMENT made this 01.03.2024 BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street, Mumbai-400001 and Corporate Office at Trent House, G Block, Plot No. C60, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 (hereinafter called "the Company" which expression shall include the successors and assignees of the Company) of the ONE PART AND

Ms. Priyanka Hansda
(Here in after called "the Employee") of the OTHER PART.

WHEREBY IT IS AGREED as follows:

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 01.03.2024 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. The service of the Employee are liable to be terminated by giving 90 days' notice in writing by either party to the other party or by surrendering 90 day's salary in lieu of notice.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also execute all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Condition/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if so required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

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6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other impositions, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be, in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's scheme/rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall, if and when called upon by the Company, submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall –

(a) diligently, faithfully and to the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey, and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof.

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require.

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be, an associate or a subsidiary of the Company.

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(e) During the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract work or research under the control and supervision of the Employee as the Company may require.

(f) Not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company.

(g) Not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company and if he/she is offered any such commission, profits, presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company.

(h) Inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge.

(i) Not, during his/her employment with the Company, wilfully waste, spoil, embezzle or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession.

(j) Not, without the previous consent of the Company, in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise, where such publication concerns the employee's area of work and/or employment with the Company.

(k) Not, either during or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries.

REGISTERED OFFICE: [illegible]

CORPORATE OFFICE: [illegible]

ATTESTED

PRINCIPAL

MAHISHADAL JUNI COLLEGE

TRENT LIMITED
a TATA Enterprise

11. While serving the Company, the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful purpose or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, venture or calling, whether with or without said invention, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property including, without prejudice to the generality, all correspondence addressed to or by the Employee for or to the Company (including press and other copies of such correspondence) vouchers, books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, readers, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come in to the Employee's possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or excerpts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process, technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or hereafter used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect.

a) The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b) If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c) The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

REGISTERED OFFICE: BOMBAY HOUSE, 24 HOMI MODY STREET, MUMBAI - 400 001. TEL. [illegible] FAX. [illegible]
CORPORATE OFFICE: [illegible] TEL. [illegible] FAX. [illegible]
Email id - [illegible] Website - [illegible] CIN - [illegible]

ATTESTED

PRINCIPAL
MAHISHADAL RAI COLLEGE

TRENT LIMITED
A TATA Enterprise

14. If during the currency of this Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) conducts any experiment, tests or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulae and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of:

a) Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms, conditions or stipulations contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

c) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

d) For purpose of sub-clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. During employment with the Company the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give to the Company 90 Days' notice in writing or 90 Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

17. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more information.

18. It is expressly agreed by and between the parties hereto that :-

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waiver by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

ATTESTED
PRINCIPAL
MANISHABAI RAI COLLEGE

TRENT LIMITED
A TATA Enterprise

(c) any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee whether committed before or at the time of the termination of the Employee's employment hereunder.

19. Upon termination of his/her services, the employee shall hand over charge to such person nominated for the purpose by the Company and shall deliver to such person such property/assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

20. The Employee shall not, at any time, after the termination of this Agreement for whatever cause either personally or by his agent, directly or indirectly,

(a) represent himself/herself as being in any way connected with or interested in the business of the Company; or

(b) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company;

(c) either on his/her own account, or for any person, firm or company solicit, interfere with or endeavour to entice away from the Company any Employee of the Company;

(d) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

21. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

22. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address:

ATTESTED
PRINCIPAL
MAHESHWADAL RAI COLLEGE

TRENT LIMITED
A TATA Enterprise

1. Trent Limited
Trent House, G Block,
Plot No. C60, Bandra Citibank
Bandra Kurla Complex, Bandra (East)
Mumbai - 400051

2. Priyanka Harada
CHAPUR,FARIDPUR PASCHIM BARDHAMAN
PASCHIM BARDHAMAN
West Bengal
India

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter.

23. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India, that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

24. This Agreement is in supersession of all existing agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

25. The Employee shall abide and conduct himself/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her.

26. The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up-to date and they shall also be entitled to the benefits mentioned there-in.

ATTESTED
PRINCIPAL
MATISHADAL RAI COLLEGE

TRENT LIMITED
A TATA Enterprise

IN WITNESS WHEREOF the parties hereto have executed these present the day and year first above written.

SIGNED AND DELIVERED
For and on behalf of by the within named
For Trent Limited

Mr Ajay Manor

Authorised Signatory

Priyanka Handda

Priyanka Handda

ATTESTED

PRINCIPAL
MARISHADAL RAI COLLEGE

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, FORT, MUMBAI - 400001 TEL : [illegible] FAX : [illegible]

CORPORATE OFFICE : TRENT HOUSE, G BLOCK, PLOT NO. C-60, BESIDE CITI BANK, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051 TEL : [illegible] FAX : [illegible]
Email id : [illegible] Website : www.trentlimited.com CIN : L[illegible]

7L

Adecco

Corporate Office, No 73/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevapura, Whitefield Main Road, Bengaluru – 560048
Tel +91 -80-68407000

Date: 01 / 03 / 2024

Dear SAIMA KHATUN
Address: Kolkata

Thank you for showing interest in joining our organization.

Based on the job application and the initial representation, we are interested in taking your candidature forward for deputation with one of our clients. We would like to inform you that the hiring process can sometimes take more time than anticipated and assure you that your application is still active and under consideration.

While we are in the process of evaluating all candidates thoroughly, we want you to know that your candidacy remains a priority for us. We are dedicated to making sure we select the best fit for the role and the team, which requires a more comprehensive assessment.

The location of the job along with other benefits will be communicated to you shortly. The final offer will be subject to clearance of assessment test, UAN clearance and scrutiny of relevant documents. This Letter does not guarantee any employment.

As part of the selection process, you are required to hand over the mandatory documents listed below to our representative.

- Copy of Aadhaar Card (both sides) & details in the same has to be matching with your SSLC / Xth marks card.
- Copy of Bank Passbook or copy of cancelled cheque (with your name, bank account number, and IFSC clearly printed)
- Copy of SSLC / Xth marks card and higher education qualification certificate
- Police Verification Certificate
- Covid Vaccination Certificate (2 doses)

We are anticipating finalizing the selection process within the next few weeks. In the meantime, please feel free to reach out to our Recruiters (Name) Anurag Kumar (Mobile No) 9798274275 if you have any questions or if there have been any changes to your availability or contact information.

Please note: Adecco or representatives of Adecco does not solicit gifts or money in any kind, hence any claims of this sort will not be entertained.

With Warm Regards,

Anurag Kumar

(Recruiter)
Authorised Signatory

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

I hereby accept the above-mentioned terms and conditions.

Name: Saima Khatun Signature: Saima Khatun Date: 2.3/03/2024

Adecco India Private Limited
73/1, 13th Floor, Summit B, Brigade Metropolis, Garudacharpalya,
Mahadevapura, Whitefield Main Road, Bengaluru - 560 048, India.
Tel : +91 80 - 68407000 | Adecco.co.in | CIN : U72900KA1999PTC051999

TRENT

A TATA Enterprise

IN WITNESS WHEREOF, the parties hereto have executed these present the day and year first above written

SIGNED AND DELIVERED
For and on behalf of by the within named
For Trent Limited

Mr Ajay Manor

Authorised Signatory

Suprotim Mandal

(Suprotim Mandal)

ATTESTED

PRINCIPAL
MAHISHADAL RAJ COLLEGE

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400001 TEL : [illegible] FAX : [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-38, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400051. TEL : 91-22-6705 9000 FAX : 91-22-6705 9100
Email id : [illegible] Website : www.trentlimited.com CIN : [illegible]

TRENT LIMITED
A TATA Enterprise

1. Trent Limited
Trent House, G Block,
Plot No. C60, Bandra Citibank
Bandra Kurla Complex, Bandra (East)
Mumbai - 400051

2. Supratim Mandal
FAIRACHAL CHANDIPUR,PURBA MEDINIPUR
Purba Medinipur
West Bengal
India

Any notice given by post shall be deemed to have been served at the expiry of 48 hours from the date of posting and to prove such service it shall be sufficient if the envelope containing the notice was properly addressed and posted as a prepaid letter.

23. It is expressly agreed and declared that this Agreement shall be construed in accordance with the laws of the Union of India, that this Agreement shall be deemed to have been made in Mumbai and that any dispute, suit, action or proceeding arising out of this Agreement or breach thereof or in respect of any matter or thing herein contained or any claim by either party against the other shall be instituted or adjudicated upon or decided in the first instance by the appropriate Court in Mumbai.

24. This Agreement is in supersession of all existing Agreements, arrangements and understandings, if any (whether verbal or written), between the parties hereto regarding the terms and conditions of the Employee's employment with the Company.

25. The Employee shall abide and conduct himself/herself as per the provisions of the Tata Code of Conduct, a copy of which has been received by him/her.

26. The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up to date and they shall also be entitled to the benefits mentioned there-in.

ATTESTED
PRINCIPAL
MAHISHADAL RAJ COLLEGE

5.2.1 Percentage of placement of outg

Sl No	Year	me of student who has been plac	gram graduated fr
1	2023-2024	APARAJITA BAURI	DDU-GKY
2	2023-2024	BITHIKA DHARA	DDU-GKY
3	2023-2024	GANGA MURMU	DDU-GKY
4	2023-2024	MALABIKA MAITY	DDU-GKY
5	2023-2024	NEHA HALDER	DDU-GKY
6	2023-2024	NILIMA DHARA	DDU-GKY
7	2023-2024	NISHA HALDER	DDU-GKY
8	2023-2024	RACHANA MAITY	DDU-GKY
9	2023-2024	SABINA KHATUN	DDU-GKY
10	2023-2024	SANGITA SAHOO	DDU-GKY
11	2023-2024	SOMA NATH	DDU-GKY
12	2023-2024	SOMA BHATTACHARJEE	DDU-GKY
13	2023-2024	TANIA BHOWMIK	DDU-GKY
14	2023-2024	YAMUNA MURMU	DDU-GKY
15	2023-2024	ALISHA KHATUN	DDU-GKY
16	2023-2024	BASANTI MURMU	DDU-GKY
17	2023-2024	BULTI BHUNIA DAS	DDU-GKY
18	2023-2024	BANDANA MANDI	DDU-GKY
19	2023-2024	MAMATA MURMU	DDU-GKY
20	2023-2024	MUJLEPHA KHATUN	DDU-GKY
21	2023-2024	PALLABI MISHRA	DDU-GKY
22	2023-2024	PARMIN KHATUN	DDU-GKY
23	2023-2024	PRATIMA BESRA	DDU-GKY
24	2023-2024	SAMPA MANDI	DDU-GKY
25	2023-2024	SUDIPA DAS	DDU-GKY
26	2023-2024	SUJATA PRAMANIK	DDU-GKY
27	2023-2024	SUMANA BERA	DDU-GKY
28	2023-2024	ABHIMUNYU MURMU	DDU-GKY
29	2023-2024	AMIT KUMAR DAS	DDU-GKY
30	2023-2024	ARNAB KANTI BHUNIA	DDU-GKY
31	2023-2024	ASHUTOSH MURMU	DDU-GKY
32	2023-2024	NANDA BOURI	DDU-GKY
33	2023-2024	SAIKAT DHIBAR	DDU-GKY
34	2023-2024	SANJAY HAIT	DDU-GKY
35	2023-2024	SARBESWAR PATRA BARMAN	DDU-GKY
36	2023-2024	SHIBDHAN BESHRA	DDU-GKY
37	2023-2024	SK ABDUL RAHAMAN	DDU-GKY
38	2023-2024	SUBAL SAHOO	DDU-GKY
39	2023-2024	SUBHADIP SAHOO	DDU-GKY
40	2023-2024	SUJIT KISKU	DDU-GKY
41	2023-2024	SUKUMAR BASKEY	DDU-GKY
42	2023-2024	SUMAN PANDA	DDU-GKY
43	2023-2024	SUBHAJIT JANA	DDU-GKY
44	2023-2024	SWARAJIT BERA	DDU-GKY

45	2023-2024	ALPANA BARMAN	DDU-GKY
46	2023-2024	AGATI MAHATO	DDU-GKY
47	2023-2024	ANNAPURNA PRADHAN	DDU-GKY
48	2023-2024	KUNAMI TUDU	DDU-GKY
49	2023-2024	MAMANI MUNIAN	DDU-GKY
50	2023-2024	MRINAL KARMAKAR	DDU-GKY
51	2023-2024	PAMPA PATRA	DDU-GKY
52	2023-2024	PARTHA TUNGA	DDU-GKY
53	2023-2024	PRATIK GOPE	DDU-GKY
54	2023-2024	RINKI PANDA	DDU-GKY
55	2023-2024	ROUNAK MAITY	DDU-GKY
56	2023-2024	SAMPA PATRA	DDU-GKY
57	2023-2024	SHILABATI MUDI	DDU-GKY
58	2023-2024	SOMNATH BOURI	DDU-GKY
59	2023-2024	SUDIPA DAS	DDU-GKY
60	2023-2024	SUNITA PATRA JANA	DDU-GKY
61	2023-2024	TUSHAR MONDAL	DDU-GKY
62	2023-2024	MOUMITA MAHATO	DDU-GKY
63	2023-2024	DIPTI DAS	DDU-GKY
64	2023-2024	RINKU PARAMANIK	DDU-GKY
65	2023-2024	PUJA DAS	DDU-GKY
66	2023-2024	SILPA SINGHA MAITY	DDU-GKY
67	2023-2024	SAYANI PRADHAN	DDU-GKY
68	2023-2024	LAXMI BAURI	DDU-GKY
69	2023-2024	SARASWATI BAURI	DDU-GKY
70	2023-2024	REKHA BAURI	DDU-GKY
71	2023-2024	PRIYANKA HANSDA	DDU-GKY
72	2023-2024	SAIMA KHATUN	DDU-GKY
73	2023-2024	SUPRATIM MANDAL	DDU-GKY
74	2023-2024	PRIYANKA BAURI	DDU-GKY
75	2023-2024	SOMA MAITY PATRA	DDU-GKY
76	2023-2024	RANITA BERA	DDU-GKY
77	2023-2024	APARNA MAHATO	DDU-GKY
78	2023-2024	MAHITOSH PRAMANIK	DDU-GKY
79	2023-2024	SUJATA DAS	DDU-GKY
80	2023-2024	HENA BOURI	DDU-GKY
81	2023-2024	KHUKUMONI MUKHERJEE	DDU-GKY
82	2023-2024	SAKTIPADA MANDAL	DDU-GKY
83	2023-2024	KOUSHIK ACHARYA	DDU-GKY
84	2023-2024	PARTHAPRATIM JANA	DDU-GKY
85	2023-2024	BISHNUPADA MANDAL	DDU-GKY
86	2023-2024	SAMBHUNATH MANDAL	DDU-GKY
87	2023-2024	JIT KUMAR JANA	DDU-GKY
88	2023-2024	PRADIP PATRA BARMAN	DDU-GKY
89	2023-2024	SHYAMLAL MURMU	DDU-GKY
90	2023-2024	DILIP JANA	DDU-GKY
91	2023-2024	SUDIPTA BERA	DDU-GKY
92	2023-2024	SAIKAT JANA	DDU-GKY
93	2023-2024	ARITRA SAMANTA	DDU-GKY
94	2023-2024	AMRITA BERA	DDU-GKY

95	2023-2024	RIMIL MURMU	DDU-GKY
96	2023-2024	ABHIJIT HEMBRAM	DDU-GKY
97	2023-2024	TANMOY GURIA	DDU-GKY
98	2023-2024	BIDYUT MAITY	DDU-GKY
99	2023-2024	SUDIP BAURI	DDU-GKY
100	2023-2024	SANCHITA MURMU	DDU-GKY
101	2023-2024	ASTAMI MURMU	DDU-GKY
102	2023-2024	PINKI TUDU	DDU-GKY
103	2023-2024	JAMUNA MURMU	DDU-GKY
104	2023-2024	SAKUNTOLA BASKEY	DDU-GKY
105	2023-2024	SABITA MURMU	DDU-GKY
106	2023-2024	ASHA MANDI	DDU-GKY
107	2023-2024	URMILA TUDU	DDU-GKY
108	2023-2024	RITA TUDU	DDU-GKY
109	2023-2024	SONIYA MANDI	DDU-GKY
110	2023-2024	MOHIMA SOREN	DDU-GKY
111	2023-2024	DIPIKA MANNA	DDU-GKY
112	2023-2024	CHHABIRANI MAHATO	DDU-GKY
113	2023-2024	KOYEL DUTTA	DDU-GKY
114	2023-2024	MALARANI SINGHA	DDU-GKY
115	2023-2024	MANDIRA MANNA	DDU-GKY
116	2023-2024	MARUFA KHATUN	DDU-GKY
117	2023-2024	SAHELI MIDYA	DDU-GKY
118	2023-2024	SAYANI MIDYA	DDU-GKY
119	2023-2024	ASTAMI KUMBHAKAR	DDU-GKY
120	2023-2024	MANASI MAITY	DDU-GKY
121	2023-2024	PIU BOURI	DDU-GKY
122	2023-2024	AMIT THANEDAR	DDU-GKY
123	2023-2024	ANIRBAN MANDAL	DDU-GKY
124	2023-2024	ARIJIT KAR	DDU-GKY
125	2023-2024	DEEP MONDAL	DDU-GKY
126	2023-2024	PRABAL MONDAL	DDU-GKY
127	2023-2024	RAKESH GHORAI	DDU-GKY
128	2023-2024	NABIN JANA	DDU-GKY
129	2023-2024	SOVA PRADHAN GIRI	DDU-GKY
130	2023-2024	ASRINA KHATUN	DDU-GKY
131	2023-2024	SABNAM SULTANA	DDU-GKY
132	2023-2024	BARSHA JANA	DDU-GKY
133	2023-2024	SAGARIKA HANRA	DDU-GKY
134	2023-2024	SUMANA SAU	DDU-GKY
135	2023-2024	SAILEN TUDU	DDU-GKY
136	2023-2024	PRADIP TUDU	DDU-GKY
137	2023-2024	KAMLESH KARMAKAR	DDU-GKY
138	2023-2024	SANJIB KUMAR HANSDA	DDU-GKY
139	2023-2024	RAJ MONDAL	DDU-GKY
140	2023-2024	AMBIKA JANA BARMAN	DDU-GKY

TRENT

A TATA enterprise

Ref: TRE/MAR/2024/12051

Date: [illegible]

Supratim Mandal
Paraschak,Chandipur Purba Medinipur

Dear Supratim Mandal

Sub: Appointment as Sales Associate(Emp No: 12051)

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as Sales Associate for our Store Operation to be located at 2084-Kolkata-West Bengal, on the following terms and conditions. Please refer Annexure 1 for detailed information regarding your per month/per annum emolument.

Statutory deductions, as applicable, would be effected from the emoluments on a monthly basis. Further the remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays, etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

1. You have joined our services 01/03/2024 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.

2. The Company will be entitled to terminate your services without assigning any reason by giving you 90 days' notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will give the Company 90 days' notice in writing or pay 90 days salary in lieu of notice.

3. As per your declaration and the record submitted in support thereof, we have recorded your PAN detail [illegible] and the same will be considered as such for all official purposes pertaining to your employment association with us, as and when required.

4. You will retire from the services of our Company on attaining the age of 58 years.

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5. Your current location for day-to-day work will be at 2064 Kolkata (West Bengal). However, your services are liable to be transferred one post to another, from one department to another, from one store to another store and from city to another city anywhere in India, depending on the need of the company. In the case of such transfer, you will be governed by the rules, regulations, service conditions and benefits as applicable in the department, store and the city where you are posted.

6. It shall be your sole responsibility to get yourself relieved from existing employment if any, before joining our services and you shall indemnify and hold us harmless against any claim or liabilities which your present employer may make against you or liabilities arising therefrom.

7. Your employment with the Company will be governed by the terms and conditions incorporated herein above and more specifically by the terms and conditions mentioned in the enclosed Service Agreement to be entered into. In addition, you will conform to the Service Rules of the Company as enforced from time to time and/or any other relevant statutory provisions as may be in force from time to time.

8. You will observe a six-day working week.

9. You are allotted Employee No. 12011 and the same may be mentioned in all future communications regarding your employment association with the Company, for easy identification.

10. Please note that your appointment in the services of the company would be subject to your being medically fit and submission of your educational certificates along with original set of copies for verification and successful background verification through company empanelled service providers.

11. You will abide by HR policies which may be amended from time to time.

12. You will abide by POSH policies (Prevention of sexual harassment Policy) which may be amended from time to time.

We welcome you to our Organization and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come.

Please note that your appointment in the services of the Company would be subject to your being found medically fit by the Company's Clinic.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400001. TEL. [illegible] FAX : [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-61, BESIDE CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400051. TEL. [illegible] FAX : [illegible]
Email : [illegible] Website : [illegible] CIN : [illegible]

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The Women employees would be governed by 'The Maternity Benefit Act, 1961' as amended up to date and they shall also be entitled to the benefits mentioned therein.

Please acknowledge the terms and conditions as taken of acceptance as mentioned in appointment letter as well as service agreement, HR policies and TCOC (TATA Code of Conduct)

Thanking You
For Trent Limited

Mr. Ajay Menon
Authorized Signatory

Encl: CTC Statement

I have read the above terms and Conditions and I accept the same

(Sugratim Mandal)

Sugratim Mandal

REGISTERED OFFICE : BOMBAY HOUSE 24, HOMI MODY STREET, MUMBAI - 400 001. TEL: [illegible] FAX: [illegible]

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-38, BESIDE LIC BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL: [illegible] FAX: [illegible]
Email id - [illegible] Website : [illegible] CIN : [illegible]

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ANNEXURE I : Compensation FY 2023 - 24

Name	Supratim Mandal
Emp Code	12931
Location code	2064
Location	2064-Kolkata-West Bengal
Qualification	BSU
Date of Joining	01/03/2024
Date of Birth	12/12/2004

Statement Showing Existing Emoluments

Salary Components	INR
Basic	10,783
House Rent Allowance	538
Educational Allowance	0
Additional Allowance(If applicable)	0
Leave Travel Allowance*	0
Conveyance Allowance	0
Consolidated Allowance	0
Gross Earning	11,321
Employee State Insurance Corporation (ESIC)	367
Provident Fund	1,293
Employee Deposit Linked Scheme (EDLI)	53
TOTAL CTC	13,013
Gratuity	518
Medicliam	0
Performance Linked Award (Maximum)**	0
Monthly CTC	13,531
Annual Grand CTC	162,361.72

Remarks

[illegible]

[illegible]

REGISTERED OFFICE : [illegible] TEL. [illegible] FAX. [illegible]

CORPORATE OFFICE : TRENT HOUSE, G BLOCK, [illegible] TEL. [illegible] FAX. [illegible]
Email id : [illegible] Website : [illegible] CIN : [illegible]

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SERVICE AGREEMENT

AN AGREEMENT made this 01/03/2024 BETWEEN Trent Limited a Company incorporated under the Indian Companies Act, 1956 and having its Registered Office at Bombay House, 24, Homi Mody Street Mumbai-400001 and Corporate Office at Trent House, G Block, Plot No. C60, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 (hereinafter called 'the Company' which expression shall include its successors and assignees of the Company) of the ONE PART AND

Mr. Supratim Mandal
(Here in after called 'the Employee') of the OTHER PART

NOW IT IS AGREED as follows:

1. The Company shall employ the Employee and the Employee shall serve the Company faithfully and diligently in the capacity of Sales Associate or in such other capacity as the Company may require from the 01.03.2024 subject to the employment being determined in pursuance of any of the provisions of this Agreement.

2. The service of the Employee are liable to be terminated by giving 90 days notice in writing by either party to the other party or by surrendering 90-day's salary in lieu of notice.

3. The Employee shall, to the best of his/her ability, execute and perform all his/her duties as may be required by the Company from time to time. The Employee shall also exercise all such power and authority as may from time to time be assigned to or vested in him/her by the Company.

4. The Services of the Employee are liable to be transferred wholly or partly from one post to another, from one department to another, from one unit to another within the Company or to any other Associate or Subsidiary or Holding Company anywhere in India and in such an event the Employee shall be governed by the Service Condition/Standing Orders as may be applicable to the post, department, unit and the Company where he/she has been transferred.

5. The Employee shall serve the Company at such place or places in the Union of India as the Company may appoint or at such places or places in the Union of India as the Company to which the services of the Employee have been loaned or transferred as aforesaid may appoint. During the period of his/her employment, the Employee shall, if as required by the Company, undertake such travelling in India and elsewhere as the Company may from time to time direct in connection with the business of the Company. The Company shall reimburse to the employee the actual travelling, hotel and other expenses properly and reasonably incurred by the Employee in connection with the business of the Company and approved by the Company.

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6. The Employee shall not be entitled to any remuneration, allowance, benefit or perquisite of any kind other than those expressly notified to him/her by the Company.

7. Income tax and all other impositions, if any, payable on account of the employment of the Employee under this Agreement shall be calculated by the Company and deducted from the monthly salary payable to him/her provided always that the Company shall not be liable to pay any amount of tax or other impositions payable by the Employee which the Company may have failed to deduct as aforesaid.

8. Employee shall be entitled to Privilege, Casual and Sick Leave according to Company Leave rules and/or statutory provisions as may be in force from time to time. In case the Employee is covered under the Employee's State Insurance Act, 1948 his/her entitlement for Sick Leave will be as provided under the Act and not as per the Company's scheme rules.

9. If the Employee shall at any time be prevented by ill health or accident from performing his/her duties hereunder he/she shall inform the Company and supply such details with regard thereto as the Company may require. The Employee shall if and when called upon by the Company submit himself/herself for the examination by a Medical practitioner appointed by the Company.

10. The Employee shall –

(a) diligently, faithfully and in the best of his/her abilities, serve the Company, use his/her best endeavours to promote the interests of the Company, perform all the duties entrusted to him/her from time to time and for the performance of all such duties use all the knowledge, skill and experience which he/she possesses.

(b) obey and comply with all the orders and directions given to him/her by the Company and faithfully observe all the rules and regulations of the Company as may be in force from time to time and which may be applicable to the Employee in so far as the same are not inconsistent with this Agreement and all such rules and regulations shall be deemed to be incorporated in this Agreement and form part hereof.

(c) attend punctually at such place or places as his/her duties may require during such hours of work as the Company in its absolute may from time to time require.

(d) not at any time either during the continuance or after the termination of his/her employment, except as may be required in connection with his/her employment hereunder or as may be consented to by the Company in writing, divulge or disclose either directly or indirectly to any person, firm or Company, or use for himself/herself or another any knowledge, information or documents which the Employee may acquire during the course of and incidental to his/her employment concerning the business, property, contracts, contractors, customers, methods or working processes, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be, an associate or a subsidiary of the Company.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL : [illegible] FAX : [illegible]

CORPORATE OFFICE : TRENT HOUSE, G BLOCK, PLOT NO. C 60, BESIDE G-P BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL : [illegible] FAX : [illegible]
Email : [illegible] Website : [illegible] CIN : [illegible]

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(e) during the continuance of his/her employment hereunder, give to the Company all such explanations, information, data and assistance regarding the contract, work or research under the control and supervision of the Employee as the Company may require;

(f) not, without the express consent of the Company in writing, pledge the credit of the Company or enter into any commitment, dealings or obligations on behalf of the Company for which the employee has no express authority from the Company;

(g) not, directly or indirectly, accept any commission, profits, presents or gratifications of any kind from any person, firm or company having dealings with the Company, and if he/she is offered any such commission, profits presents or gratifications he/she shall immediately report the same to the Company, in writing, and if called upon to do so by the Company, shall forthwith hand over the same to the Company;

(h) inform the company without delay of any dishonesty on the part of any other employee of the Company that may come to the Employee's knowledge;

(i) not, during his/her employment with the Company, wilfully waste, spoil, embezzle, or destroy any tools, implements, machinery or other property of the Company which is committed to his care or charge, or which has otherwise come into his/her possession;

(j) not, without the previous consent of the Company in writing, at any time during the continuance of this Agreement, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or other publication or give interview to and/or work as model for any organisation, agency, newspaper, magazine, television, audio/video agency or any public media and/or publication whether for remuneration or otherwise where such publication concerns the employee's area of work and/or employment with the Company;

(k) not, either during, or after the termination of his/her employment, communicate or attempt to communicate to other persons, companies or bodies whether directly or indirectly any knowledge or information acquired by him/her during or in consequence of his/her employment with the Company, and in particular, shall observe absolute secrecy as to all technical matters relating to all products manufactured or dealt in by the Company and as to the process and instructions for the manufacture of such products. The Employee shall not either during his/her employment or after the termination thereof divulge or disclose any information or particulars relating to the product, methods of testing any such products nor disclose or describe to any other persons, companies or bodies any documents, plans, drawing, patents, process relating to any such product, nor divulge or disclose the names or address of any customers of the Company or of any companies bodies or persons supplying materials to or otherwise dealing with the Company in any way, or any information relating to the costs or prices of articles or materials dealt in by the Company whether in buying or selling either in India or other countries;

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11. While serving the Company the Employee shall give and devote whole of his/her work-day exclusively to his/her duties with the Company and during the period of the Agreement shall not engage himself/herself directly or indirectly for any gainful, business or otherwise without the prior consent in writing of the Company in any trade, business, occupation, employment, service or calling, whether with or without remuneration, nor shall he/she undertake any activities which are contrary to or inconsistent either with his/her duties and obligations under this Agreement or with the Company's interest.

12. The Employee undertakes and agrees that all the Company's property, including, without prejudice to the generality, all correspondence addressed to or by the Employee for or to the Company (including prices and other copies of such correspondence) voucher books, documents, papers, notes, diaries, records (including all notebooks containing notes or records of the business of the Company or prices of the products dealt in by the Company), sketches, designs, plans, samples, goods, market data, catalogues, readers, circulars and other papers, documents, effects and articles of any nature whatsoever relating to the Company's business which shall come in to the Employee's possession in the course of his/her employment or otherwise shall be the absolute property of the Company and the Employee shall on demand at any time during the currency of this Agreement or upon the termination thereof for any cause whatsoever, deliver up the same to the Company, without claiming any lien thereon and without retaining any copies, notes or extracts thereof.

13. If during the continuance of this Agreement, the Employee either alone or jointly with any other person or persons - whether or not the said person or persons are employed in the service of the Company) makes or devises any process or improvement (whether patentable or not) or compiles any data relating to any process, technique or method of manufacture or construction now or hereafter used in conjunction with any process, technique or method of manufacture or construction now or hereafter used, made or dealt in by the Company relating to any process, technique or method of manufacture or construction which may be substituted for or, used in conjunction now or hereafter used, made or dealt with by the Company, the following provisions shall have effect:

a. The Employee shall disclose fully to the Company such process, improvement or data and shall deliver to the Company all papers, working drawings, statistics and specifications relating thereto.

b. If the Company so desires, the Employee shall forthwith co-operate with the Company in taking all necessary steps to patent, in the name of the Company, any such process or improvement patentable in any country throughout the world, which may be specified by the Company. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such invention, discovery, improvement process or data whether during the currency of or after termination of the Agreement and shall not use the same except with prior written consent of the Company which the Company shall be under no obligation to give.

c. The Employee shall assign and transfer to the Company all his/her right, title and interests in and to and shall have no personal right in or to use of any such improvement process or data whether during the currency of or after termination of this agreement and shall not use the same except with the prior written consent of the Company, which the Company shall be under no obligation to give.

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14. If during the currency of the Agreement, the Employee either alone or jointly with any other person or persons (whether or not said person or persons are employed in the service of the Company) conducts any experiment, tests or work in relation to any process or improvement as aforesaid and if such experiments, tests or work are incomplete at the time of the termination of these presents, the Employee shall disclose fully to the Company all such experiments, tests or work and shall hand over to the Company all papers, working drawings, statistics, formulae and specifications relating thereto.

15. Notwithstanding anything to the contrary contained herein the Company shall be entitled to forthwith terminate the employment of the Employee without any notice or payment of any kind in lieu of notice or otherwise in the case of :

a) Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on the part of the Employee or the breach by the Employee of any of the terms conditions or stipulations contained in this Agreement.

b) The Employee being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with his/her creditors or being held guilty by a competent Court of any offence involving moral turpitude.

c) The reconstruction or amalgamation of the Company whether by the winding up of the Company or otherwise.

d) For purpose of sub-clause (a) hereof, the Company's opinion as to whether any of the events mentioned therein has occurred shall be final and binding upon the Employee and the Employee shall not be entitled to question the same on any ground whatsoever.

16. During employment with the Company the Company will be entitled to terminate the Employee's services without assigning any reason, by giving the Employee 90 Days' notice or salary in lieu of notice. In the event of the Employee desiring to leave the services of the Company, he/she shall give to the Company 90 Days' notice in writing or 90 Days salary in lieu of notice. However, the Company may, at its sole discretion relieve the Employee of his/her duties at any time during his/her notice period and, in that event, he/she will be paid his/her salary up to the last working day only.

17. All HR Policies of the organisation as amended from time to time will be applicable to you. You can refer to company HR policies on the company intranet for more information.

18. It is expressly agreed by and between the parties hereto that –

a) any indulgence granted or forbearance shown by the Company in connection with any breach on the part of the Employee of any of the provisions, conditions and stipulations herein contained shall not be deemed to imply a waiver by the Company of its rights hereunder and shall not preclude the Company at any time from enforcing the rights under this Agreement against the Employee.

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17. Any termination by the Company of the Employee's employment hereunder shall be without prejudice to any claim which the Company may have against the Employee in respect of any act or omission of the Employee whether committed before or at the time of the termination of the Employee's employment hereunder.

18. Upon termination of his/her services, the employee shall hand-over charge to such person nominated for the purpose by the Company, and shall deliver to such person such property assets of the Company as may be in the Employee's possession, custody or control including all the property of the Company specified in Clause 12 of this Agreement.

19. The Employee shall not at any time, after the termination of this Agreement for whatever cause either personally or by his agent, directly or indirectly,

(i) represent himself/herself as being in any way connected with or interested in the business of the Company, or

(ii) either on his/her own account or for any person, firm or Company, canvass or solicit orders or business from any customer or client of the Company,

(iii) either on his/her own account or for any person, firm or company solicit, interfere with or endeavour to entice away from the Company, any Employee of the Company,

(iv) do any other act or thing calculated to prejudice the interests or business activities of the Company.

Nothing in this Clause shall, however, be deemed to prohibit the Employee from carrying on, after the termination of this Agreement, his general profession in such manner as shall not unfairly compete with the interests of the Company.

20. The employee shall unless the Company otherwise notifies him/her in writing, retire from the services of the Company on his/her attaining the age of 58 years.

21. Any notice required to be given by either party to the other hereunder shall be deemed to be duly given if sent by registered post to the other party at the following address, unless either of them has notified the other in writing a change in address.

REGISTERED OFFICE : BOMBAY HOUSE, 24, HOMI MODY STREET, MUMBAI - 400 001. TEL. (91-22) [illegible] FAX. (91-22) [illegible]
CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO. C-38, BEHIND CITI BANK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051. TEL. 91-22-[illegible] FAX. 91-22-[illegible]
Email :- [illegible] Website :- www.trentlimited.com CIN : L[illegible]

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