



Established in 1983

RBANM's FIRST GRADE COLLEGE

#12 Anna swamy Mudaliar Road, Opposite Ulsoor Lake, Bangalore-560042

Permanently Affiliated to Bengaluru City University, Reaccredited by

NAAC Recognised by Government of Karnataka and

Recognized under Section 2 (f) & 12 (B) of the UGC Act, 1956

Number of placement of outgoing students during the year 2023-2024

SL NO	NAME OF THE STUDENT	GRAUATED	NAME OF EMPLOYER	PACKAGE
1	Bharath Rahul	BBA	Paytm	396000/-
2	Preethi G	BBA	Paytm	396000/-
3	Sanjay P	BBA	Paytm	396000/-
4	Melisa V	BBA	Grass Roots	84000/-
5	Joshua M	BBA	Grass Roots	180000/-
6	Prema	BBA	Grass Roots	84000/-
7	Sherin Dorothy	BCA	Expert callers	238200/-
8	Mery Princilla	BBA	Grass Roots	84000/-
9	G P Vishnu	BBA	Futurz Staffing Solution	250686/-
10	Joshvadaniel S	BBA	Grass Roots	204000/-
11	Elavarasan S	BCA	Adecco	375516/-
12	Monaj	BCA	Panacea Facilities Pvt Ltd	479712/-
13	Boomika S	BCA	Michbiz Service	192000/-
14	Gargi Thakur	BCA	Smt Madhu Surendra Adarsh shikshan samiti	264000/-
15	Shiva Shankari	BCA	Airways courier India Pvt Ltd	180000/-
16	Sudeep K	BCA	Subway	277439/-


PRINCIPAL
R.B.A.N.M.'s First Grade College
No. 12, Annaswamy Mudaliar Road
BANGALORE - 560 042
Ph : 25512976



Dated: 06-Nov-2024
Bhumika S

This is with reference to your application and subsequent interviews you had with us effective **06- Nov-2024**, we are pleased to make an offer of employment effective **07-Nov-2024**

Following are the terms & conditions namely:

You are hired as **Sr Executive** in the Job Role **Sr Counselor**. You will receive in hand Annual Gross Compensation (including Basic and Allowances) of **INR 1,92,000/-** per annum (**INR One Lack Ninty Two Thousand only**). This will be disbursed as per the prevailing rules and guidelines.

Please note that salaries, allowances, facilities, and other sums payable under this appointment are subject to Income Tax and other statutory deductions and you shall be liable for the same.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery of the agreed performance parameters and compliance with the values and guidelines of the organization

Please review, acknowledge, and accept the offer cum appointment letter with annexures including “**Terms & Conditions of Employment**” at Annexure III. These employment terms will be effective from the date of your joining the company and sets forth the terms and conditions under which Company would employ you and your acceptance of the offer of employment would be based on these terms and conditions of employment.

This offer cum appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within **three days** from issue of this letter.

You are required to submit the documents enlisted in **Annexure - II** on your date of joining as part of joining compliance.

Your joining is subject to your timely accepting the offer cum appointment letter, verification of your pre-boarding documents as per Annexure II and you being declared medically fit by authorized Medical Officer. We wish you a long successful association with us.



List of documents:

1. Copy of Resume
2. Copy of Educational Certificates - Grade X, Grade XII/Diploma, Graduation
3. 4 blue background passport size photographs
4. 2 postcard size family photographs
5. Copy of Id proof (Aadhra Card / Passport /Voter ID/ License) and PAN Card
6. Copy of Permanent / Present Address Proof (Copy of any Government Bill / Telephone Bill / Electricity Bill / Gas Bill / Bank Account Statement / Ration Card / Aadhar Card / Passport/ any other document as proof of your residence)
7. Medical Certificate from Doctor having minimum MBBS qualification

Signature:

Date:



ANNEXURE – III

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. You are assigned to work and perform duties that are assigned to you by our company / client from time to time.
3. Your appointment is based on 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.
4. The address as indicated in your application for appointment shall be deemed 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.
5. You are required to submit the following documents, if the same have not been submitted earlier Certificates in support of a) Educational / Professional Qualifications, Experience, Date of Birth, and other testimonials in original together with copies thereof; b) copies of your passport photographs with blue background; and c) Copy of Aadhar Card / Passport / Voter ID/ License or any other document as proof of your residence and photo identity.
6. 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.
7. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.
8. During your tenure with the company and based on your job profile, you might be granted access to various IT assets & 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.
9. You will initially be on probation for a period of 3 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 seven days' notice in writing by either side or payment of seven days' Basic salary in lieu thereof. Unless extended in writing, you will deem to be confirmed on completion of initial probation period or extended probation period. After confirmation, your services are liable to be terminated at any time without assigning any reason by giving 30 days' notice in writing by either side or payment of 30 days basic salary in lieu thereof. 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.



10. 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 Company / client that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the Company / client's establishment of your posting. 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 project with the client.
11. You shall be entitled to leave and other benefits as per the rules and regulations governing the company / 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.
12. You will be governed by the working hours prevailing at the establishment of your work. You will be notified of your actual duty timings from time to time. You shall report and be present, accordingly at the Company / 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.
13. 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.
14. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary/ affiliate of our client / associate. However, such a transfer will not entail any increase in your salary and / or adversely affect your emoluments.
15. In normal course your contract shall expire on end date mentioned in the offer cum appointment letter.
 - A) If you are absent 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) i) Return to work within 6 days from the commencement of such absence
ii) Give an explanation of the satisfaction of the Management regarding such absence.
16. 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 your employment without prior permission in writing.
17. You will not enter any commitments or dealings on behalf of the company / client for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the company / client or exceed the authority or discretion vested in you without the previous sanction of the company / client or those in authority over you.
18. 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.



19. You shall extend all cooperation to the company / 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 company / client and perform all the duties entrusted to you from time to time. We expect you to work with a high standard of initiative, efficiency, and economy.
20. You shall engage yourself exclusively in the work assigned by the company / 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 Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the company / client in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company / client. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized on 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.
21. You may be selected and sponsored by the company / 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 in the event of your voluntary resignation before the time as mutually agreed upon in the bond.
22. You will be responsible for the safekeeping 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 / 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.
23. All proprietary information and material of the company / 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 company / 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 Company / client, as the case may be.
24. 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:
 - i) It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Hyderabad/Bangalore 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 Hyderabad/Bangalore(Based on respective location).
 - ii) In case one / more clauses of this letter of employment become untenable, the same shall not render the

letter of employment null and void in its entirety.

iii) The various clauses of this letter are to be read, understood, and interpreted in their entirety and none of the clauses are severable from the remaining.

IMPORTANT OPERATIONAL POLICIES:

You are expected to follow and comply with the following Policy of the Company:

1. Salary Policy:

- Based on the decision made by the board of directors' effective date. The salary cycle is revised to 26th of the Month to 25th of the following month. From (Previous salary cycle) of 1 of the months to last of the month
- Salary credit date will be 15th of every month for the Cycle of 26th To 25th. Salary will not be credited if the Salary date falls on Bank's non-working day and will be credited on next immediate bank's working day.

Leave Policy:

- **Sandwich leave** during WO/PL is unacceptable – Unplanned leave before or after WO/PL will lead to LOP (Loss of Pay) for absent day/s & WO/PL day/s as well, unless it is pre-planned 72 hours in prior or an emergency backed with the valid legitimate proof.
- **Medical leave** is accepted, and the individual must submit **valid & legitimate documents** in case of 2 or more successive absent days. And the individual will be marked **LOP** (Loss of pay) for the number of absent day/s.
- Every individual should complete 9 hours of log-in .
- Log-in metrics are compulsory and hygiene in adherence is expected, failing to follow will lead to act against the employee.
- **Half day pay out** –
 - To have a Half-day pay out, the agent should complete 5 hours of production and 2.5 hours of login + break hour for the day.
 - An agent who fails to complete 8 hours of productivity for the day will be marked as Half-day pay out. In case of excuse on Training AUX usage, agent should have legitimate approval on training that is conducted.
- Agents who fail to **complete 9 hours log-in** for both Face Recognition & Dialer will not get full salary for the day and will end up getting Half day paid. If the agent logs in at 10:20 am then log out at 7:20pm to cover up the required log in and complete 9 hours of production.
- Agents who make 5 attempts at late log-in for the month (Billing Cycle) – The ones who log in after **13:15 pm**, will lose 0.5 day of salary for making 5 late log-in attempts.
- Agent must complete 8 hours of production + 1 hour break to get complete pay out for the day. Failing to complete 8 hours of Production for the day will get only half day pay out.
- Any day of leave on **Nation's special day** (Holiday) will be marked as WO on special request for set of employees and the employees are adhered to compensate by working on another day accordingly as per Management requirement.

2. Notice Policy of Resignation/Policy for Absconding Candidates:

- Employees are obliged to give advance notice before resigning from the job role. For business efficiency, and to maintain smooth operations of our workplace. We encourage them to announce their intent to resign at least 30 days in advance (Mandatory).
- For Support grade staffs like [Team Leader, Quality Analyst, Managers], we advise our employees to give at 60 days of notice in advance.
- Failing to adhere to notice for resignation policy/absconding from job without prior intimation (minimum notice serve) will lead to termination of the employee with the no cost policy (salary for the days present before absconding will not be released on and withheld by the company as per recovery)
- Employees absconding from the services or terminating due to behavior issue / unprofessionalism will be blacklisted and will not be eligible to rehire any time in future.
- Employees absconding after salary will fall under point no 3 of notice policy of resignation/policy for absconding candidates.

3. Unprofessional/Misconduct:

- **Prevention of Sexual Harassment** - Any form of discrimination that includes unwelcome attention of sexual nature is considered as sexual harassment. It involves a range of behaviors from seemingly mild transgressions and annoyances to actual sexual abuse or sexual assault. Anyone from either gender can be a victim of sexual harassment, and anybody from either gender can be a perpetrator. Sexual harassment also includes the conduct of co-workers who engage in verbal or physically harassing behavior which has the potential to humiliate or embarrass an employee or the company. Any such unethical behavior noticed from any of the employees should be directly escalated to Michbiz management without taking second thought. Any individual who encounters such conduct will be dealt with sensitively and action will be taken without disclosing their name.
- Any **Personal Dispute** reaching out at office premises is restricted
- Any **Misconduct** with any of the other employees will lead to spot termination.
- Misbehavior in office premises such as being or moving physically close, depreciating apparels (taunting/sarcastic/unprofessional verbiage on t-shirts, torn jean, above knee level short dresses, low hip level pant, over-sized cold shoulder tops), usage of unprofessional conversation on call while in office premises.

4. Certification Process - Certification process is conducted post completion of Process & Product training, On-Job training. If the individual does not clear the Certification process (if not achieving 85% of minimum grade) then it will be forwarded to second Certification process. If any individual does not in clear second round then it will be refer back to HR. Decision of separation from organization will be decided based on performance.

5. Brand Damage - Damaging the brand of Michbiz Services or Client's company in any platform as in social media will lead to legal action against the individual. If in case any such dispute arises, it should be dealt with Michbiz management and get it resolved. As everyone knows, Michbiz services is very well known for People Management oriented company and urge to serve their clients better and treat their employees with utmost care & expect hygiene behavior during the business transaction.

6. Age Restriction – To confirm the age limit under working criteria that the individual isn't 1st Jan'05 or



beyond 1st Jan'1983.

7. Experience and Relieving Letter Policy:

- Employees will be provided with the relieving letter only in case of serving minimum notice period of 30 days and above after serving total service period of 6 months (Mandate) and experience letter if served for 1 year.
- Employees absconding from the services or terminating due to behavior issue/ unprofessionalism will not be eligible for relieving/experience/resignation/acceptance letter and will be tagged as blacklisted candidates.

8. Other Restricted Activities:

- Consumption of Eatable, Tobacco, inebriated items like Alcohol, Drugs, Marijuana etc.,
- Unprofessional Conduct
- Accessing Personal Mobile phones in workstation area (Unapproved employees).
- Inviting non-employees of Michbiz inside office premises without management's consent

DECLARATION:

I have read and / or have explained the contents of the above contract of employment in Michbiz Services 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 give my consent to clause no. 8 & 9 specifically.

Name: **Bhumika S**

Signature:

Jhutan Deb
Manager HR (Recruitment & Payroll)
Michbiz Services Pvt Ltd





Date: 19-Apr-2024

G P Vishnu
Bengaluru
FUPVBA2441
#518, jayanagar 7th Block, Bengaluru 560070

Ref: Fixed Term Contract letter

We are pleased to appoint you as "**Service Associate**" with one of our Clients namely PVR INOX Limited (hereinafter referred to as "client") located at **Bengaluru**, on a Fixed Term Contract Basis, which means and includes only Contractual Services. You are required to complete joining formalities within **2** days from your joining date.

In addition to this:

1. Your appointment is being made on contractual basis for fixed term for a period 12 months, which commences from **17-Apr-2024** and will expire on **16-Apr-2025**. Your appointment will automatically come to end at the expiry date of the contract awarded to us by our client for a limited and fixed period and as per terms mentioned in this Letter of Appointment.
2. Your consolidated annual CTC is as per **Annexure - A**.
3. In addition to the Monthly Salary, you will not be entitled to any other perquisites/ allowances unless given to you in writing. Your coverage under ESIC scheme, Provident Fund scheme, Bonus Act and other statutory benefits as per state and central government regulation as applicable. Salary would be payable on or before **7th** of the subsequent month. Any discrepancy in the salary received needs to be reported to our nearest unit/office within 7 days of receipt of salary.
4. TDS will be deducted at higher rate as per Income Tax Act if PAN number along with proof is not provided to nearest unit/office within 7 days of joining.



5. You are eligible under Provident Fund scheme subject to adherence of rules & regulation. It is also mandatory for you to submit Aadhaar Card (UID), PAN Card & Bank A/c. no. with IFSC Code (collectively referred as 'KYC') within 7 days from your date of joining. If you fail to submit the KYC within stipulated period, as per PF norms, you will not be able to withdraw/transfer /take any benefits under PF Act.



6. You may be required to work at different Client locations and are likely to be deputed in any nit/ office within the city or outside the city including outside the State in any part of the country for discharging your duties as per the business requirement at client site.
7. Since your appointment is being made for the above specified period on assignment basis, you will neither have any right or lien on a job held by you. In case you continue to work even after the specified fixed period for any reasons, it will not be deemed that you became a regular or permanent employee as the understanding and requirement is only that of fixed term and assignment basis.
8. During your fixed term employment, you shall attend the office punctually and regularly and you shall devote your entire working time, attention and abilities exclusively to the performance of your duties and shall faithfully serve the client and use your best endeavor to promote our interest and business.
9. While employed on a fixed term assignment basis you will be directly responsible for the successful and timely completion of any job/work assigned to you. You would adhere to the norms of office discipline of client. You would also be responsible to ensure proper and effective adherence to the norms of office discipline including working hours, systems and procedures by the staff/employees associated with you.
10. Any intellectual property that results from work performed by the Individual under any Appointment Letter shall be the property of the Client. The Individual agrees to assign/ transfer to the Client, the worldwide, perpetual and entire right, title, and interest in all intellectual properties including all rights to obtain, register, perfect, and enforce patents, copyrights, and other intellectual property protection under any laws and conventions.

Confidentiality Clause : All proprietary information/ material of the Client that is made known to you during the term of the assignment shall be received in confidence and you shall not disclose or, except in performing the services, use any such proprietary information/ material to other entity outside the organization. You agree that all information, correspondence, documents, materials or items provided to you by us or client are provided to you in trust and on lapse/ termination of the Assignment, you shall promptly return all such material to the Client, as the case maybe.

11. During fixed term employment, you are expected to devote whole heartedly for work of the Client and will not take-up any other employment, allocation, trade, business or self-employment, in your own name or in the name of your family members without seeking prior written permission from the employer, Violation of this clause will render you for swear disciplinary action. It is further clarified that you cannot engage yourself even without enumeration. This is strictly for the reason so that the work of client should not hamper. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against our clients. Your continuance in employment is subject to your remaining physically and mentally fit. As and when required, the client may require you to submit yourself to medical examination by a physician of the choice of the management.



12. Your working hours shall be according to the nature of your duties, location, and business requirement entrusted to you by the client.
13. The role specific to food handler would require to undergo a mandatory FSSAI medical test by certified medical practitioner. In case of negative FSSAI medical report, it would be deemed that you are unfit to perform the role and responsibilities assigned by the client, leading to immediate termination of your contact without giving notice.
14. This appointment letter is issued to you assuming that the information furnished and representation made by you during recruitment and selection process is correct and continuation of this appointment is subject to receipt of satisfactory references and successful completion of background verification, including but not limited to, proof of education and professional qualifications, employment history and proof of identity which are satisfactory to us. In the event of any of the above found fake or willfully concealed or being in contravention of our code of conduct, we reserves our right to terminate your employment, even if your employment with us has already commenced. The termination in this case will be without any prior notice.
15. At the time of leaving the company, you have to return all documents/articles or any other belongings of the Company/ Client.
16. In case of involuntary/voluntary separation, salary payout will be settled along with full and final settlements.
17. You will be governed by the guidelines/ SOPs of the client's requirement like grooming, uniform, office timing etc.
18. You shall always be governed by our Employee Policy/Rules and Regulations, as amended from time to time, which you are required to strictly follow during your fixed term and assignment employment. You shall also abide by and carry out operational instructions/procedures as contained in the guidelines and other administrative instructions as may be issued by us from time to time.
19. Your engagement with us shall always be subject to you abiding with the code of conduct and ethical business guidelines while at work at the client location. The said policy may be subject to change as per our sole discretion. These policies shall be subject to periodic revisions and new policies shall be framed from time to time. You shall comply with the revised policies. Your services can be terminated by us without any notice in the following events
 - Unethical practices, theft, financial pilferage, insubordination etc.
 - In the event of breach of any contracts or any act of yours leading to disciplinary matter;
 - In the event of breach of your representations and warranties.
 - In the event of any, gross misconduct including POSH.
 - In the event of misuse of proprietary information.
 - In the event of uninformed absence from duties for continuous 3 days, it will be assume that you have absconding from the duties
 - You shall be governed at all times by our / client's policy of Code of Business Conduct & Ethics



20. This letter is being sent to you in duplicate, Please return a copy of the same, duly signed as the token of acceptance this Fixed Term Contract of employment with the above terms and conditions.

Yours sincerely,

For Futurz Staffing Solutions Pvt. Ltd.

A handwritten signature in blue ink is written over a circular purple stamp. The stamp contains the text "FUTURZ STAFFING SOLUTIONS PVT. LTD." around the perimeter, "INDIA" in the center, and a small star at the bottom.

Authorized Signatory

Received and Accepted

Date:

ANNEXURE A

Name : G P Vishnu
Designation : Service Associate
Location : Bengaluru
Start date : 17-Apr-2024
End date : 16-Apr-2025

Particulars	Salary Per Month	Salary Per Annum
Basic	16904	202848
DA	0.00	0.00
HRA	0.00	0.00
Special Allowance	0.00	0.00
CCA	0.00	0.00
Washing Allowance	0.00	0.00
Sub Total : (A) Gross	16904	202848
Other Employers Cost:		
PF @ 12%	2028	24342
Employers ESIC @3.25%	550	6600
CTC Bonus	1408	16896
Sub Total : (B)	3986	47838
Cost to Company :(A)+(B)	20890	250686

****Professional Tax & LWF will be deducted as per state norms.**

I hereby accept the above-mentioned terms and conditions.

Name _____ Signature: _____ Date: _____





Panacea

PANACEA FACILITIES PRIVATE LIMITED

CIN : U74990KA2007PTC042583

GSTIN : 29AAECP2619P1ZV

www.panaceafacilities.com

E-Mail : accounts@panaceafacilities.com

To

14th October 2024

Mr.Manojkumar HS
VTC: Honnenahalli,
PO: Tamka, District Kolar,
Karnataka 563101

Mobile: 7975289718
Email: shreesha0131@gmail.com

Dear **Mr.Manoj**,

Sub: Appointment on a contract basis as “Admin” Panacea Facilities Private Limited

We are pleased to offer you an appointment on a contract basis with Panacea Facilities Pvt Ltd (PFPL) on the terms and conditions given below:

1. The company has entered into an agreement with Finnovation Tech Solutions Private Limited to provide support services. The Company requires your services in respect of this agreement. You will be deputed to Finnovation Tech Solutions Private Limited, which will be your normal place of work unless you are notified otherwise. The normal place of work may be changed from time to time.
2. Your employment contract shall be valid from 14th October 2024.
3. You will report to duty on 14th October 2024, to your reporting Manager regarding your job content and role, at Finnovation Tech Solutions Private Limited, 4th Floor, Anjeneya Tech Park, Old HAL Airport Road, Bengaluru.
- 4.
5. If you fail to report to work as mentioned above unless permitted in writing by us on the change of joining date, this offer stands cancelled/withdrawn. This offer is also subject to the successful completion of the background verification process as per the criteria set by the company. In case of a negative background verification report, this offer stands cancelled.
6. In the event of the assignment / project for which you are being employed comes to an end before the stipulated period, this contract shall be co-terminus with the assignment / project. However, the contract will stand terminated automatically as per the above referred period without any notice or communication to you, unless extended by a letter in writing.
7. The management reserves its right to extend your contractual appointment for such period as may be necessary depending on the exigencies of the work for which you are engaged, on mutual acceptance.

Registered Office Address : No: 35-36, 2nd Main Road, East Wing,
Amar Jyothi Layout, Domlur, Bangalore - 560 071 Ph: 080-2535 0055



Panacea

PANACEA FACILITIES PRIVATE LIMITED

CIN : U74990KA2007PTC042583

GSTIN : 29AAECP2619P1ZV

www.panaceafacilities.com

E-Mail : accounts@panaceafacilities.com

8. Please note that you are not an employee of Finnovation and have no relationship with Finnovation. Your relationship is and shall remain with PFPL under all circumstances. You shall not under any circumstances claim employment or other rights from the establishment you are deputed to.
9. You will conform to the rules and regulations pertaining to the facility you are working in, under all circumstances. Such rules shall include rules pertaining to hours of work, holidays, or otherwise.

Position:

10. You will be appointed as “Admin” and operationally will have direct reporting to your respective Manager, at Finnovation

General Conduct:

You shall obey lawful and reasonable orders of your superiors and discharge your duties entrusted loyally, honestly, and diligently. You will not resort to any action that would hamper the functioning of the Company nor would you involve in any activity that is according to the management, detrimental to the interest of the Company.

You will sincerely devote your full time and energy to the work of the Company and will not engage in any other business or employment, part-time or full-time, with or without remuneration. It is hereby agreed that during your employment should you undertake any educational course of whatsoever nature you shall keep the Company fully informed in order for the Company to decide if the same inhibits, restricts or prevents you from discharging your functions diligently, sincerely and efficiently.

You shall comply with all the internal policies and procedures of the Company as they may exist and be notified to you from time to time.

You shall not make any offer or grant any payment or benefits to any person or organization in exchange for obtaining any contracts or orders.

You shall not hold any personal interest in any supplier, customer, vendor, or competing business with any person and you shall not enter into any private transactions with the suppliers, customers, vendors, clients, and other business contacts of the Company.

Registered Office Address : No: 35-36, 2nd Main Road, East Wing,
Amar Jyothi Layout, Domlur, Bangalore - 560 071 Ph: 080-2535 0055



Panacea

PANACEA FACILITIES PRIVATE LIMITED

CIN : U74990KA2007PTC042583

GSTIN : 29AAECP2619P1ZV

www.panaceafacilities.com

E-Mail : accounts@panaceafacilities.com

Remuneration:

11. You will be paid a Gross Salary of Rs.37,271/- (Rupees Thirty seven thousand two hundred and seventy one only) per month. Please note that you will be required to contribute to the employee's Provident Fund to the extent of 12% of your Basic salary as per the provisions of the Provident Fund Act.

Your salary will be disbursed on the 5th day of each calendar month. The details of your salary must be kept confidential in nature and shall not be discussed with any person except authorized personnel on a need-to-know basis.

Hours of Work:

1. Your hours of work will be from 9 am to 7 pm at Finnovation

Medical Benefits:

2. You will be covered under "Medical Insurance" or ESI as per the company's policy.

If the medical benefits are extended to your dependents the contribution will be deducted from your salary

Annual Leave and Holidays:

3. You will be eligible for 5 mandatory national holidays and 5 restricted holidays.

Termination of Employment:

4. You or the company can in writing terminate the employment by giving 30 days' notice period.

Termination of employment by you:

5. You are required to provide us with an applicable minimum notice period of 30 days if you decide to terminate your employment with us. In the event that you fail to provide a minimum of notice or fail to work through that notice period and co-operate in an orderly handover of your work, you shall forfeit the equivalent pay in lieu of notice.

Termination of your Employment by the Company:

The company retains its right to summarily dismiss an employee without pay in the appropriate circumstances such as when you have been considered guilty of misconduct, not reporting for work without any intimation in writing for extended periods of 15 days and above, or for fraudulence. Termination of services due to integrity/misconduct reasons will

Registered Office Address : No: 35-36, 2nd Main Road, East Wing,
Amar Jyothi Layout, Domlur, Bangalore - 560 071 Ph: 080-2535 0055



Panacea

PANACEA FACILITIES PRIVATE LIMITED

CIN : U74990KA2007PTC042583

GSTIN : 29AAECP2619P1ZV

www.panaceafacilities.com

E-Mail : accounts@panaceafacilities.com

be done without serving any notice period and shall not entertain settlements of any kind of payments or dues by the Company.

6. For a period, equivalent to the notice period, the company may in circumstances in which it reasonably believes that you are guilty of misconduct or in breach of your employment terms in order that the circumstances giving rise to that belief may be investigated, suspend you from the performance of your duties or exclude you from any premises of the firm and need not give any reason for so doing. Remuneration will not cease to be payable by reason only of such suspension or exclusion.

Restriction after Termination:

7. You covenant with us that you will not at any time in any capacity in any Restraint Area during the Restraint Period, induce or attempt to induce any of the employees of PFPL to terminate their agreements or contract with PFPL.

Solicit or attempt to solicit the business or customer of any client of PFPL (excluding persons who become clients of PFPL after date of termination of your employment with PFPL).

Solicit or attempt to solicit the business or customer of any person whose business or customer PFPL was associated with, to your knowledge at the time of termination of your employment with PFPL.

8. Each of those covenants constitutes a separate covenant given by you. If any or more of those separate covenants is or becomes invalid or unenforceable for any reason, that invalidity or unenforceability will not affect the validity or enforceability of any of the other separate covenants which remain binding on you.

You acknowledge that those obligations are:

- A. Fair and reasonable in regard to the subject matter, are and duration.
- B. Reasonably required by PFPL to protect its business and goodwill and financial interests.
- C. Given voluntarily and without any coercion or pressure.

The obligations set out above are made in favor of PFPL by it by injunction proceedings without prejudice to any rights or remedies which it may have.

“Restraint Area” means any territorial jurisdiction of India.

“Restraint Period” means 4 months commencing from the date of termination of our employment or any lesser amount considered appropriately by an appropriate court.

Registered Office Address : No: 35-36, 2nd Main Road, East Wing,
Amar Jyothi Layout, Domlur, Bangalore - 560 071 Ph: 080-2535 0055



Panacea

PANACEA FACILITIES PRIVATE LIMITED

CIN : U74990KA2007PTC042583

GSTIN : 29AAECP2619P1ZV

www.panaceafacilities.com

E-Mail : accounts@panaceafacilities.com

Undertaking / Code of Conduct / Code of Business ethics:

All aspects of the company's business as well as clients are to be treated as strictly private and confidential.

Company's Policies:

It is an essential condition of your employment that you must comply with all existing and new Firm policies and procedures. Any breach of company's policies or procedures may lead to disciplinary action.

Company's Property:

In order to perform your duties on behalf of PFPL you may be supplied with property and Information, which belongs to the company.

On termination of your employment, you will immediately return all property and information property belonging to the company which was supplied to you.

Confidentiality Undertaking:

You shall at all times treat as and keep confidential all information that is the property of PFPL that has not lawfully entered the public domain, which includes but is not limited to the names and other information contained within the PFPL which you may become aware of during the course of employment.

You shall not use or divulge any of the information referred to above either during the period of employment or after the employment ceases, other than:

1. In the ordinary course of your employment;
2. With the prior written consent of PFPL.
3. For the purpose of obtaining legal or financial advice; or
4. Where ordered to disclose by a court, commission, or Tribunal or mediation conferences in any jurisdiction.

Registered Office Address : No: 35-36, 2nd Main Road, East Wing,
Amar Jyothi Layout, Domlur, Bangalore - 560 071 Ph: 080-2535 0055



Panacea

PANACEA FACILITIES PRIVATE LIMITED

CIN : U74990KA2007PTC042583

GSTIN : 29AAECP2619P1ZV

www.panaceafacilities.com

E-Mail : accounts@panaceafacilities.com

If these terms and conditions are acceptable to you, please sign and return this contract to us.

We welcome you into the family of PFPL and wish you all the best in your new role.

For Panacea Facilities Private Limited

Jayaseeli



Name: Jayaseeli

Department: Human Resources

I, **Manojkumar HS**, have read and hereby accept the above-mentioned terms and conditions of employment with Panacea Facilities Private Limited.

Signature:

Date:

Registered Office Address : No: 35-36, 2nd Main Road, East Wing,
Amar Jyothi Layout, Domlur, Bangalore - 560 071 Ph: 080-2535 0055



Panacea

PANACEA FACILITIES PRIVATE LIMITED

CIN : U74990KA2007PTC042583

GSTIN : 29AAECP2619P1ZV

www.panaceafacilities.com

E-Mail : accounts@panaceafacilities.com

Name	ManojKumar HS	
Client Name	:Finnovation Tech Solutions Pvt Ltd	
Place of Deputed	: Bangalore	
Designation	:Admin Category-3	
Dept.Id	:	
Salary Break - Up Details		
Component	Amount-in-Rs.	
	Monthly	Annual
Basic & DA	18,942.00	227,304.00
House Rent Allowance	7,577.00	90,924.00
Conveyance	2,200.00	26,400.00
City Compensatory Allowances	4,027.00	48,324.00
Medical Allowance	2,000.00	24,000.00
Bonus	2,525.00	30,300.00
Gross Salary	37,271.00	447,252.00
Employee's Contribution to EPF	1,800.00	21,600.00
Employee's Contribution to ESI	-	-
Professional Tax	200.00	2,400.00
TDS	-	-
Total Employee Deductions	2,000.00	24,000.00
Net Salary-in-hand	35,271.00	423,252.00
Employer's contribution:		
Employer's Contribution to EPF	1,950.00	23,400.00
Insurance	755.00	9,060.00
Total Employer's Contribution	2,705.00	32,460.00
Total CTC	39,976.00	479,712.00

Registered Office Address : No: 35-36, 2nd Main Road, East Wing,
Amar Jyothi Layout, Domlur, Bangalore - 560 071 Ph: 080-2535 0055



Panacea

PANACEA FACILITIES PRIVATE LIMITED

CIN : U74990KA2007PTC042583

GSTIN : 29AAECP2619P1ZV

www.panaceafacilities.com

E-Mail : accounts@panaceafacilities.com

To

14th October 2024

Mr.Manojkumar HS
VTC: Honnenahalli,
PO: Tamka, District Kolar,
Karnataka 563101

Mobile: 7975289718
Email: shreesha0131@gmail.com

Dear **Mr.Manoj**,

Sub: Deployment Letter

This is to inform you that in continuation to offer letter dated 14th October 2024, your deployment is effective from 14th October 2024, at Finnovation Tech Solutions Private Limited.

For Panacea Facilities Private Limited

Jayaseeli

Name:Jayaseeli
Dept.Human Resources





SOUTH UNITED FCI PVT. LTD.

South United Football Club, RBANM's Ground, Gate No. 3,
Gangadhar Chetty Road, Near Ulsoor Lake,
Bangalore - 560042
Tel: 080 49793777
Email: info@sufcindia.com
CIN: U92412MH2012PTC233643

April 18, 2024

To,
Mr. Vimal Raj
S/o Armugam,
No. 298, 8th Cross,
M. V. Garden, Halasuru,
Bangalore North,
PO: HAL II Stage, Bangalore
Karnataka - 560 008.

Sub: Offer-Consultancy Services

Dear **Mr. Vimal Raj**,

This is with reference to your application wherein you have offered your professional services as **Junior Operations Executive** on a Consultancy basis.

We are pleased to engage you as a Consultant in our Organization as set out hereunder:

This document is to record the understanding arrived at between our Organization and you for rendering such services in connection with our Business activities and you being in a position to provide such services.

It is agreed that:

1. You shall provide services commencing from **April 22, 2024** up to **April 21, 2025**. The period of this Agreement can be extended by mutual consent, on the same terms and conditions contained in this Agreement or on such other terms and conditions as may be mutually agreed at that time. You will be on Probation for the first three months, after which it will be reviewed based on your performance.
2. This Agreement will automatically expire at the end of the period specified in Clause 1 above, unless it is terminated earlier by either Party.
3. You shall make yourself available as a Consultant at our Bangalore office, during the work timings maintained by our organization and observe holidays as advised by the Management.
4. You shall provide the requisite professional services pertaining to and incidental to our Training function.
5. For the implementation of your professional services and all matters related thereto you will be guided by the Management from time to time. For your day-to-day activities, you will coordinate with Mr. Pranav Trehan - CEO.
6. You will be required to sign a "Visit Book" at our Organization when at the locations where you render your Consultancy services.
7. In consideration of your professional services, you shall be paid Consultancy Fees of **Rs. 20,000/-** (Rupees Twenty Thousand Only) per month, subject to deduction of Income Tax at source as applicable.
8. The Organization attaches utmost importance to physical fitness, punctuality, professionalism, integrity, discipline, and social responsibility. You will at all times make best efforts with respect to these attributes, with high standard of initiative, efficiency, and economy, during your tenure with the Organization.

 22/04/24



SOUTH UNITED FC1 PVT. LTD.

South United Football Club, RBANM's Ground, Gate No. 3,
Gangadhar Chetty Road, Near Ulsoor Lake,
Bangalore - 560042
Tel: 080 49793777
Email: info@sufcindia.com
CIN: U92412MH2012PTC233643

: 2 :

9. During the course of rendering your Consultancy services to us, you will not be entitled to sign any letter / document for and on behalf of the Organization unless specifically authorized to do so by us. You shall indemnify and keep the Organization indemnified from any liability and / or loss arising out of your acts of omission and commission as a result of you rendering your services to the Organization.
10. Since this is a specialized assignment you shall not be involved with, employed by, or have a stake / interest in any organization rendering same, similar, or allied services. Any exceptions to this shall only be with the express sanction of the Management.
11. You shall keep confidential and shall not disclose or divulge and also prevent the disclosure or divulgence of any information / document pertaining to our affairs, including the names of our clients.
12. You will communicate to the Management any changes in your residential address. Otherwise, any communication sent to you at the address above shall be deemed to be duly served to you.
13. During the period of your association with us, you shall be subject to all disciplines and obligations laid down in the present policy of the Company and those which may be framed from time to time.
14. This Agreement can be terminated by either party by giving 30 days' notice in writing or on payment of Consultancy Fees in lieu of such notices.

You are requested to sign the duplicate copy of this letter as a token of your acceptance of the above terms and conditions.

Warm regards,
For SOUTH UNITED FC1 PVT. LTD.

SHARAN PARIKH
DIRECTOR

Agreed and Confirmed

Date: 22/04/24 Name: Vimal Raj Signature:

Smt. Madhu Surendra Adarsh Shikshan Samiti

Regd. No. : 04/14/01/011319/09

616, Anand Colony, Ukhari Road, Cherital Ward, Baldeobag, Jabalpur-482002 (M.P.)
Phone: 0761-4010507, 4010508, e-mail:smsies@gmail.com

Ref. No. : SIS/VJN/251

Date : 23-10-2024

To,

Ms. Gargi Thakur
Jabalpur

Sub: Appointment letter for the Post of Strength and Conditioning Coach.

We are glad to formalize our offer of appointment to you as "**Strength and Conditioning Coach**" in Stemfield International School, Vijay Nagar Jabalpur as per the following terms of reference.

Terms & Conditions:

Your appointment will stand effective from 23/10/2024.

Salary:

You will be paid Monthly Gross of Rs.22000/-

Probation:

You will be on probation for Two Years from the date of your joining. During the course of your probation period your service can be terminated giving One month notice from employer. In case the employee wish to discontinue then three month prior notice is to be served. The management reserves its right to extend the probation contingent on your performance. You will be required to submit your original mark sheet of the highest qualification to the institution as security for which you will receive receipt from school.

In accordance with the Institutions rules your compensation is as specified in

Contd...2

SMT. MADHU SURENDRA ADARSH SHIKSHAN SAMITI**Annexure-I**

You will be eligible to the benefits of provident fund as per the rules of the Institution.

Leave:

You shall be entitled for consolidated leave of 13 calendar days in a year or part thereof with full pay. Leave policy as dictated from time to time shall be applicable to you.

The Institution reserves its right, and its discretion to change the terms and conditions of the appointment.

You will be governed by the Institution rules and regulations as applicable, enforced amended or altered from time to time during the course of your employment.

In the event of you being deputed for training as required by the Institution during your tenure with the Institution, you shall have to execute a bond to serve the Institution for a minimum period of one year after completion of the training.

In case you leave the Institution before completing the training or the term of the bond for any reason whatsoever you shall pay to the Institution the total cost and expense incurred by the Institution in imparting training to you as stated in the bond.

Termination:

We may then terminate this contract by giving one month notice or one month salary in lieu thereof. Your service shall cease on completion of the notice period which is of three months as stated herein or on acceptance of your request by the Institution to relieve you prior to completion of such notice period notwithstanding the fact that the communication of acceptance does not reach you. The management will not be liable to pay the notice pay if you resign from the services and request that you may be relieved with immediate effect or with a shorter notice period. However if any disciplinary proceedings are either contemplated or pending against you the management will have the right not to accept your resignation.

Retirement:

You will automatically retire on attending the age of 58 years. You may retire earlier if found medically unfit by Institution prescribed doctor.

Absence for a continuous period of eight days without prior written approval of your superior, including overstay leave/ training would make you lose your lien on the service and the same shall automatically come to an end without any notice or intimation.

SMT. MADHU SURENDRA ADARSH SHIKSHAN SAMITI

Upon termination of your employment with the Institution, you shall forthwith return to the Institution all assets and property of the Institution including any leased property, documents files, books, papers, memos, visiting cards or any other property of the Institution in your possession or under your control.

On disciplinary grounds your services can be summarily terminated without any notice period.

You are in no way allowed to be employed by any other Institution on a temporary or part time basis or offer your service with or without pay to any person, legal entity or public authority or to be occupied in your business without the prior written approval of the management.

Jurisdiction:

It is mutually agreed that any dispute or difference between the parties shall be subjected to the jurisdiction of the Jabalpur High Court.

Confidentiality:

The position held by you is strictly of confidential nature.

The teacher shall fulfill all the assigned duties without refusal.

You shall not disclose to any unauthorized person, either or after your employment with the Institution for any reason any information about the interest or business of the Institution or any affiliates or associates or group companies.

You shall not communicate or disclose to any newspaper, journal, magazine or any form of media or cause anytime any information or documents, official or otherwise relating to the Institution except with the prior written approval of the management.

Any invention, development, process, discovery formulate, plan, specifications, program, design, adaptation or improvement in procedure by the employee either alone or jointly with any other person or persons while in employment of the Institution in connection with or in any way affecting or relating to the business of the Institution or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to the Institution and shall belong to and be the absolute property of the Institution.

If you may die while in service of the Institution, the Institution shall pay to your legal heir / heirs as nominated by you the amount of remuneration accruing to you our death for the services with the Institution.

SMT. MADHU SURENDRA ADARSH SHIKSHAN SAMITI

You shall not be under any liability to third parties for any acts or omissions by you or on behalf arising out of the performance of your duties pursuant to your service with the Institution, and the Institution shall indemnify and keep you indemnified against and hold harmless from any actions, claims, demands, liabilities, losses, damage, cost or expense of any nature whatsoever (including legal fees incurred in connection therewith) brought against, suffered or incurred by you which arises out of any such act of omission or commission by you or on your behalf.

It is clearly understood between the parties that this employment is being offered to you on the basis of the particulars / information furnished by you. However if at any time it should emerge that the particulars furnished by you are false / in correct or if any material / relevant information has been suppressed / concealed, this appointment will be considered ineffective, null and void and the management has the power to terminate the contract with immediate effect.

You further agree that you will perform your duties with diligence and utmost integrity and the Institution may hold you liable for gross negligence if found so.

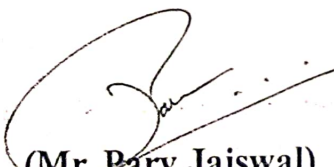
The terms of this letter are strictly confidential between you and the Institution and any breach of this confidence will be viewed with utmost seriousness.

We wish you long and happy association with the **SMT. MADHU SURENDRA ADARSH SHIKSHAN SAMITI FAMILY.**

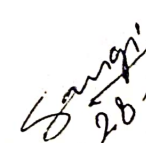
Please return the duplicate copy of this letter duly signed as a token of your acceptance.

Yours Sincerely

For **SMT. MADHU SURENDRA ADARSH SHIKSHAN SAMITI.**


(Mr. Parv Jaiswal)
SECRETARY

I Accept the above Terms


28-10-24

Signature and Date
(Gargi Thakur)



AIRWAYS GROUP
AIRWAYS COURIER INDIA PVT. LTD.
INTERNATIONAL AND DOMESTIC

Head Office: #37/11, Airways House, Meenae Avenue Road, 2nd Cross, Opp Lake Side Hospital,
Bangalore- 560042. Tel:080-46525252 Till 100 Lines / 080-46525203 / 25562664/25574406



Offer Letter

Dear **SIV ASANKARI.K**

1. This has reference to your application and interview for employment in **Airways Courier India PVT LTD**
2. We intend to appoint you as **Customer Care Executive SR Nagar Branch Office** on the terms and conditions as mutually agreed upon at the time of interview. Standard letter of appointment shall be issued to you after joining the company.
3. As discussed. Your monthly CTC would be RS 15,000 /-
4. You are requested to report at our **SR Nagar Branch Office** by 15/10/2024 In case you do not report by the stipulated date, the offer letter shall stand withdrawn without further reference to you.
5. Please submit the document which are enclosed here with in the Annexure 1 on the day of joining.

PROBATION PERIOD EMPLOYEMENT TERMS

1. Salary will be due only after the successful completion of the training period i.e., 30 days. During the training period i.e., first 30 days from your date of joining your performance will be evaluated and if the performance is found not satisfactory your training would be discontinued and you shall be termed as unsuccessful candidate for our organization.
2. You will be required to work in shifts application to your category as per the requirements of the company.
3. Your appointment is applicable subject to your being medically fit for carrying the respective call center duties like making / receiving telephone out
4. You can be assigned to any activity. Any shift and any process whether inbound /outbound (voice) or Web based.
5. You will not be eligible for any kind of leave during your probation period.
6. Your appointment is subject to satisfactory verification of your background and credentials and submission of the above-mentioned documents while joining.
7. All the decisions related to the above will be at the sole discretion of the management of the company.
8. You will be governed by other rules and regulations of the company as may be in force from time to time and will be passed on to you for your reference.
9. Calls etc.
10. One must work in the organization for a minimum of 3 months from the commencing date neglecting which 1 month salary will be deducted
11. If there has been a default in day-to-day activities the company will terminate the employee without prior notice.
12. Service will be confirmed after satisfactory completion of probation period you will receive an appointment letter for permanent employee.

NOTE: IF FOUND DOING MOONLIGHTING WE'LL BE TERMINATED IMMEDIATELY WITHOUT PRIOR NOTICE.

(Document to be submitted at the time of joining)

Identify Proof Document (Any one proof mentioned in the below list, along with Original for verification)

All identify Proof document should be valid and with photograph of the applicant.

1	Driving Licence
2	Passport
3	PAN Card
4	Voter's Identity (Election Card)
5	Bar Council / Indian Medical Association Card / Senior Citizen Card
6	Bank passbook (Active accounts) of schedule commercial banks only along with the bank
	Seal / stamp and signature of the official. (Updated not more than 3 months old)

Address proof Documents (Any one proof mentioned in the below list, along with Original for verification)

1	Passport
2	Latest Electricity Bill
3	Driving License (Valid)
4	Latest telephone bills from any telephone service providers and mobile service providers.
5	Consumer gas connection card /book/Pipe Gas bill (same as electricity bill)
6	Ration Card
7	Registered Lease / Leave and License Agreement in own name.
8	Domicile Certificate with communication address and photograph
9	Bank passbook (Active account) of schedule commercial banks only along with the bank
10	seal / stamp and signature of the bank official. (Update not more than 3 months old)

Date of Birth Proof – Date of Birth Certificate (with Name) 10thstd. Marks Card

Latest Education Certification – SSLC, PUC / Diploma / Degree / Postgraduate Etc.

PAN Card.

Photograph (Qty 3):

1.Postcard Size with or without family.

2.Passport size.

3. Stamp size.

4.Relation Proof (Aadhar card any (spouse /husband/wife/son/daughter)





STRICTLY PRIVILEGED & CONFIDENTIAL

005474
Sudeep K
02-Aug-2024

Re: Letter of Employment ("Agreement")

Dear Sudeep K,

We are pleased to appoint you (hereinafter referred to "you" as "Employee") a position with Eversub India Private Limited. (Hereinafter defined as "EIPL" or the "Employer/Company") (Employee and Employer/Company shall hereby jointly to be referred to as the "Parties" and severally as the "Party").

Your employment will be subject to the following terms and conditions contained in this letter (the "Agreement"), should you agree to and accept the same by executing this Agreement by signing on the last page

1. Designation And Deputation

Your designation will be Shift Manager. You will be based at 57691-2-0-Kalyan Nagar but will be required to travel as per business needs. In future depending on business needs, we may move your contract or depute you to other locations within or outside India. In the event of transfer or deputation, your salary and other benefits will be determined in accordance with the Company's policies prevalent at that time.

2. Reporting

You will report to Assistant Restaurant Manager for all matters in relation to your duties as Shift Manager.

3. Employment and Term

3.1 Your employment with the Company will commence with effect from 02-Aug-2024. The term of your employment would be from the Date of Employment until the Termination Date ("Term").

3.2 Probation & Confirmation: You will be on probation for a period of 3 (three) calendar months as per the policy of the company. Upon completion of your probation period and based on your performance review, your employment will either be confirmed, or the probation period may be extended. However, if the review is not satisfactory with regards to your work and conduct; and may be decided to terminate your services, you will be given a notice of 15 (fifteen) days. In case you wish to terminate the agreement, you will serve notice period of 15 (fifteen) days.

4. Remuneration and Tax

4.1 Remuneration - In consideration of the services rendered by the you, you shall receive gross remuneration mutually agreed to and governed by the policies of the Company from time to time. This remuneration shall be paid to you in accordance with the Company's normal payroll practices. Your monthly remuneration will be based on the concept of "Cost to Company" (CTC) Structure, which shall be inclusive of emoluments, allowances, benefits, the details whereof are provided in Annexure II attached herewith. The contents of Annexure II are confidential.

You agree and acknowledge that the Company may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from your salary, or final settlement, any amounts owed by you, including but not limited to, any outstanding loans, advances,

4.2 Taxes - All amounts payable to you by the Company pursuant to your employment shall be subject to requisite tax and other statutory deductions in accordance with applicable laws.

5. Termination

5.1 Termination by Notice

Subject to Clause 5.2, this Agreement may be terminated by:

(a) the Employee, by service to the Company of a written notice of 30 (thirty) days, or (b) the Company with no reason, by service to the Employee of a written notice of 30 (thirty) days (each notice, the "Notice") or such lesser period as may be mutually decided between the Employee and the Company (each Notice period, the "Notice Period"). In relation to this Agreement, the "Termination Date" means the date on which the Notice Period expires.

(b) If the Employee serves a Notice for termination of the Agreement, the Company may at its sole discretion, waive off or reduce the Notice Period and relieve the Employee before the expiry of the Notice Period. In such a case the Company would not be obligated to pay any amount to the employee in lieu of the unexpired portion of the Notice Period.

(c) In case the employee has requested for an early release, the Company may at its sole discretion require the employee to pay the Company the pro-rated equivalent CTC in lieu of the unexpired portion of the Notice Period.

If the Company serves a Notice for termination of the Agreement in accordance with this Clause 5.1, the Company would pay a pro-rated equivalent CTC in lieu of the unexpired portion of the Notice Period indicated therein, to the Employee to terminate employment forthwith.

The Company reserves the right, at any time after receiving or giving the Notice and prior to the termination date, to require the Employee to not attend office, without derogating from any applicable continuing compensation obligations of the Company under this Agreement.

5.2 Termination for Just Cause

Notwithstanding anything contained in this Agreement, the Company may terminate this Agreement at any time without Notice or salary or compensation in lieu thereof for any of the following reasons (herein referred to as the "Just Cause(s)") attributable to the Employee:

- (a) Fraud, gross misconduct or gross negligence;
- (b) Repeated failure to comply with lawful directions of the Company;
- (c) Material breach of the terms of this Agreement or Policies;
- (d) Breach of any statutory duty, or bankruptcy of the Employee, adversely affecting the Company;
- (e) Habitual absence for more than 15 (fifteen) working days over and above the planned leave;

(f) Charging by any authority of conviction in any court of law for, or entering a plea of guilty or no contest to, any crime involving moral turpitude, fraud, misappropriation or dishonesty including securities laws;

(g) Acceptance of illegal gratification;

(h) Unauthorised disclosure of any Confidential Information;

(i) Any wilful or intentional act or omission made with the intent of materially injuring the reputation, business or business relationships of the Company; and/or

(j) any act or omission by the Employee involving moral turpitude, which is detrimental to the interest and reputation of the Company.

If the Company becomes aware of the existence of one or a series of related or unrelated acts or omissions by the Employee which on a standalone basis are not serious enough to constitute Just cause but when combined with other acts could constitute Just Cause under this Clause 5.2, the Company shall make best endeavours to inform the Employee in writing of the occurrence of such acts so that the Employee can take immediate remedial steps. However, failure to inform the Employee shall not affect the right of the Company to terminate this Agreement under this Clause 5.2. Termination Date for the purposes of Clause 5.2 shall be the date on which the termination is made effective.

5.3 During the Notice Period, the Employee shall comply with the terms and conditions of this Agreement. Simultaneously with termination of this Agreement, the Employee shall issue a general release letter confirming full and final settlement of all dues from the Company and discharging the Company from any and all claims, demands, obligations, liabilities, right of action, etc.

5.4 Consequences of Termination

Upon termination of this Agreement, for any reason whatsoever, the Employee shall with immediate effect:

- (a) Vacate the Company's office and cease to be in employment with the Company; and
- (b) Immediately and without delay, return to the Company all papers, documents, security pass and/or identity card, Company sponsored credit cards, laptop along with accessories if any, and all other properties belonging to the Company including all Confidential Information, premises and/or car(s) and hereby undertakes not to make or retain copies in any form or replica of any such documentary items; and
- (c) Comply with any other directions given by the Company and comply with his non-Compete obligations contained herein; and
- (d) Unless terminated earlier, all other offices, directorships and committee memberships that the Employee held with, or on behalf of, the Company and/or its affiliates will come to an end on the Termination Date and the Employee shall fully co-operate with the Company to complete necessary documentation and filings as may be required by the Company prior to the full and final settlement of the Employee's account with the Company.

6. Confidential Information, Non-Compete, Non-Solicitation, Intellectual Property



You will be governed by the provisions on confidential information, non-compete, non-solicitation, intellectual property and non-disparagement, as outlined in Annexure 1 hereto, which shall form an integral part of this Agreement.

7. Rules, Policies and Procedures

You shall comply at all times with the organisational documents, rules, guidelines, code of conduct, policies and procedures, as framed by the Company or applicable to the Company from time to time, (the "Policies"). By signing this Agreement, you shall be deemed to have undertaken to comply with the Policies.

8. Exclusivity

During the Term, you shall devote full working time, attention, efforts and energy for the performance of the duties assigned to You under this Agreement and shall faithfully and diligently perform such duties. You shall not, whether directly or indirectly, be employed, engaged, concerned or interested in any manner whatsoever in a) any trade, business or profession other than being in the employment of the Company or b) accept any appointment to any office/position, directorships whether for gain or otherwise without prior written approval from the Company. Any breach of this Clause 7 shall be a material breach and shall give the Company the right to terminate this Agreement for Just Cause.

9. The Company's Policy

As an Employee you agree and undertake that you shall be bound by all the policies of the Company by the Company, as may be amended from time to time. We hope that the proposed terms and conditions as provided in this letter are acceptable to you. Please contact us, if you would like to discuss any of the above. If you agree with the provisions of this letter and wish to accept this offer, please sign and date in the space provided below to indicate your acceptance, acknowledgment of an agreement to be bound by the provisions in this letter.

10. Retirement Age

You will retire from the employment of the Company at the end of the month when you attain 60 years of age.

For Eversub India Private Limited

Authorized Signatory

I hereby agree and accept the terms of the employment as set out hereinabove on this 06-August-2024.

Signature:

Date:

Annexure I

Non Solicitation And Non-Compete

- 1.1 The Employee hereby agrees and undertakes that during the term of the employment with the Company and for a period of one year following the Termination Date, the Employee shall not, directly or indirectly, either as an individual on his own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function): (i) seek, canvas, solicit or accept from any Person who was a client or potential client of the Company, or Affiliates, any services or business of the type offered by the Company, or Affiliates; (ii) seek to persuade any client or potential client of the Company, or Affiliates, not to conduct or renew any services or business with the Company, or Affiliates, or to terminate such business; or (iii) seek to employ, solicit or entice away from the Company, or Affiliates any employee or worker who is engaged by the Company, or Affiliates in a managerial or any other services capacity and was a person with whom the Employee dealt in the course of his duties.
- 1.2 The Employee hereby acknowledges that the limitations as to time and the limitations of the character or nature placed in this Clause are reasonable and fair and will not materially impair his ability to earn a livelihood. The Company may, however relieve, wholly or in part, the Employee, from complying with the provisions of this Clause.

Confidential Information

You acknowledge that during your employment with the Company, you will have access to Confidential Information of the Company and/or Affiliates and/or received by the Company from third parties, which is confidential to the Company and/or Affiliates and/or such third parties. You acknowledge that the Company has explained that such Confidential Information is the valuable property of the Company/Affiliates and/or their investors/customers and is critical to its business. You shall forever hold the Confidential Information in confidence and shall not publish, disclose or disseminate, any time, to any Person or Competitor of the Company/Affiliates; or use for any purpose any Confidential Information other than such purposes as shall be required to fulfill your duties with the Company, or remove any Confidential Information, in whole or in part, from the Company's premises, without the Company's prior written permission.

Intellectual Property

- (a) If at any time during your employment, you (whether alone or with any other Person or Persons) make or discover or participate in the making or discovery of any Intellectual Property directly or indirectly relating to the Business, you shall promptly disclose to the Company full details of the Intellectual Property and such Intellectual Property shall be the absolute property of the Company. You agree that all services provided by you under this Letter shall constitute 'work for hire' at the instance of the Company in accordance with Copyrights Act, 1957. You will not lay any claim to the rights, even when this Letter has been terminated. At the request and expense of the Company, you shall give and supply all such information, data, drawings and assistance as may be necessary or in the opinion of the Company, desirable to enable the Company to exploit the intellectual property to the best advantage (as decided by the Company), and shall execute all documents and do all things which may, in the sole opinion of the Company, be necessary or desirable for obtaining protection for the Intellectual Property and for vesting of such Intellectual Property in the Company.



Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as "moral rights" (collectively, "Moral Rights"). To the extent such Moral Rights cannot be assigned under applicable law and to the extent the following is allowed by applicable law, you hereby waive such Moral Rights and consents to any action of the Company that would violate such Moral Rights in the absence of such consent. You hereby forever waive and agree never to assert any Moral Rights that you may have in or with respect to such Intellectual Property rights in Company's inventions, including copyrightable works, and undertakes to not initiate any legal proceedings to enforce any such rights. You understand and agree that the assignment of such rights to the Company shall not lapse in the event the assigned rights are not exercised by the Company for a period of one (1) year.

- (b) You hereby acknowledge and undertake that you do not have, or will not have at any point of time, any ownership, interest, right or title in the Intellectual Property nor will you claim any ownership, interest, right or title in the Intellectual Property or brand forming part of the Business.
- (c) You acknowledge that no further remuneration or compensation other than that provided for in this Letter is or may become due to you in respect of his compliance with this Clause 3.
- (d) You agree to give all necessary assistance to the Company, during your employment, to enable it to enforce its Intellectual Property rights against third parties, to defend claims for infringement of third-party Intellectual Property rights and to apply for registrations of intellectual property rights where appropriate, throughout the world, and for the full term of those rights.
- (e) You shall indemnify the Company for any loss, damage, expenses, or infringement in case he misuses or allows others to misuse the Company's Intellectual Property rights.

For Eversub India Private Limited

Authorised Signatory

I hereby agree and accept the terms of the employment as set out hereinabove on this 06-August-2024.

Signature: Sudeep K

Date: 06-August-2024



Annexure - II

Name:	Sudeep K	
WEF:	02-Aug-2024	
Designation:	Shift Manager	
Department:	Operations - Stores	
Location:	57691-2-0-Kalyan Nagar	
Components	Monthly Amount	Yearly Amount
Basic	15000.00	180000.00
House Rent Allowance	4950.00	59400.00
Special Allowance	0.00	0.00
Total A	19950	239400
Provident Fund	1800	21600
Gratuity	721	8658
ESI	648	7781
Mediclaime	0	0
Performance Linked Incentive	0	0
Total B	3169	38039
Total CTC	23119	277439

- Any deductions towards statutory or taxation will be applicable from the above.

For Eversub India Private Limited

Authorised Signatory