

Ref No: 15490161

08-Feb-2021

Arpita Das



Dear Arpita,

With reference to the discussions that we had with you, we are pleased to offer you the role of **Process Executive - Voice** in **Cognizant Technology Solutions India Private Limited** ("**Cognizant**"). Your place of posting will be **Hyderabad**.

Your Annual Total Compensation will be **INR 220,001**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered **0** months of your experience as relevant, which would be updated in our records.

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

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

We request you to join us on or before **10-Feb-2021**.

Please note:

- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request

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

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Suresh Bethavandu

Global Head-Talent Acquisition

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



Royal Research

www.royalresearch.asia

Branch Office:
59 (H Block), Binayak Enclave
Kali Charan Ghosh Road, Sinthee
Kolkata- 700050

Corporate Office:
6B Kalicharan Ghosh Road,
Below Corporation Bank,
Sinthee (Benicoloni),
Kolkata-700050

Subject: Joining Letter

Reference: RR-JOI-1562

Joining Date: 06-11-2020

Dear Chitrita Mukherjee

Royal Research is pleased to appoint you the position of Academic Researcher for and Grade is Probation for our organization. We are excited about the potentiality that you bring to our company.

You will be required to work at the premises/offices as assigned by the management from time to time and you will be liable to be transferred to other offices depending on exigencies of service.

Reporting at: 59 (H-Block), Binayak Enclave, Kali Charan Ghosh Road, Sinthee, Kolkata - 700050

Job Description: Academic Researcher

Joining Date: 06-11-2020

Shift:

Remuneration: 15000.00 INR (Per Month CTC).

Eligible for Night Shift Allowance:


Candidate Availability: Full-Time Employment

Thanks and Regards

Royal Research

This is digital copy. You don't need to do physical signature here.

www.royalresearch.asia



WORD JUNKIE WRITING SOLUTIONS

DEAR MR. ROHAN DATTA

It is our pleasure to offer Rohan the position of 'Academic Content Writer'. The position would commence from 14.08.2020 onward. Following is what he needs to follow through her journey with Word Junkie.

Work profile

Writer will write 2500-3000 words per day. The file should be formatted and referenced with proper guidelines. Please note in case if you are assigned for writing or research you must have to submit the work within the stipulated deadline. Meeting of any assigned target is mandatory for this organization. You agreed to revise any content being submitted by you whenever required. In case of failure of revision the payment for that file shall be forfeited.


Remuneration

Writer is offered a monthly salary of 10,000 INR which will be accounted through online payment by the 10-15 of every month. Writer would not be eligible for any PF or other benefits.

Notice Period

Writer must serve 1 month notice period in advance in case of the situation for quitting the job. However, the company reserves the right to cancel this appointment and terminate or ask to leave any employee if in case the situation arises (any negative circumstance which is effecting the company's reputation). However if the company decides to furnish any employee with sufficient time period then the company may Ask To Leave the organization by providing a short notice period.

WORDJUNKIE2020@GMAILCOM



WORD JUNKIE WRITING SOLUTIONS

Writer is offered a monthly salary of 10,000 INR which will be accounted through online payment by the 10-15 of every month. Writer would not be eligible for any PF or other benefits.

Notice Period

Writer must serve 1 month notice period in advance in case of the situation for quitting the job. However, the company reserves the right to cancel this appointment and terminate or ask to leave any employee if in case the situation arises (any negative circumstance which is effecting the company's reputation).However if the company decides to furnish any employee with sufficient time period then the company may Ask To Leave the organization by providing a short notice period.

WORDJUNKIE2020@GMAILCOM

WORD JUNKIE WRITING SOLUTIONS

Leave policy

·Writer is eligible for one casual leave per month.

It would not be cumulative i.e. it could not be collected and taken together. The writer should notify the POC of when he/she is willing to take the leave at least 3 days in advance. The management could choose to offer an alternate date depending on the availability of writers. Writer is eligible to take 8 medical leaves per year considering he/she can provide necessary documents supporting the same.

Apart from the above-mentioned, any unnotified or notified leave would be considered as unpaid leaves. All Sundays are holidays. Durga puja, diwali, holi, Christmas, New Year day and eid will be holidays.

Confidentiality policy

By signing this document you acknowledge you are aware of the confidentiality policy of the company as you may be furnished or may otherwise receive or have access to information which relates to the client's past, present or future products, vendor list, creative works, marketing strategies, pending projects and proposals, and other proprietary information which gives the client an opportunity to acquire and advantage over its competitors who do not know or use it (the "Proprietary Information"). Writer agrees to preserve and protect the confidentiality of the proprietor information and all physical forms thereof, whether disclosed to Writer before this agreement is signed or afterward. In addition, you shall not disclose or disseminate the Proprietary Information to any third party and shall not use the Proprietary Information for your own benefit or for the benefit of any third party. Without limiting the generality of the foregoing, you are prohibited from discussing the Client or the Work with a representative of the press or media either directly or indirectly without company's expression in prior written approval.

Date:
14.08.2020

Koyelia Raha

WORDJUNKIE2020@GMAILCOM



India Post

भारतीय डाक

Office of the Inspector of Posts, Tehatta Sub Division, Betai- 741163.

Phone:9679208706 # e-mail: parthadebgiri@rediffmail.com

PROVISIONAL ENGAGEMENT LETTER

No. A1/Rectt/Cycle-2/ABPM/Baniakhari B.O/2020

Dated at Betai the 01.12.2020

Sri/Smt LABANYA SAHA Son/Daughter of Sri SUBRATA SAHA
Is here by provisionally engaged as ABPM Baniakhari B.O a/w Bara Andulia SO with effect from
02/12/2020 (F/N). He/She shall be paid TRCA as are admissible from time to time. His/Her date of birth is
14.06.1998.

Sri/Smt. LABANYA SAHA should clearly understand that his/her engagement as **ABPM** is subject to verification of original certificates from the respective issuing authorities and shall be in the nature of contract liable to be terminated by him or by the undersigned by notifying the other in writing and that his/her conduct and service shall also be governed by the Department of Posts Gramin Dak Sevaks (Conduct and Engagement) Rules, 2011 as amended from time to time.

If these conditions are acceptable to him/her, he/she should communicate his/her acceptance in the enclosed proforma.

To (Regd AD)

Sri/Smt. LABANYA SAHA, C/o SUBRATA SAHA,
Vill&PO: MATIARI, NADIA, 741153.

(P D Giri)

Inspectors of Posts
Tehatta Sub Division
Tehatta-741163

Copy To: (By Regd)

1. The Supdt of Posts, Nadia North division for information.
2. The Postmaster Krishnanagar HO for information

(P D Giri)

Inspectors of Posts
Tehatta Sub Division
Tehatta-741163



India Post

भारतीय डाक

Office of the Inspector of Posts, Tehatta Sub Division, Betai- 741163.

Phone:9679208706 # e-mail: parthadebgiri@rediffmail.com

ORDER OF PROVISIONAL ENGAGEMENT

Memo no - A1/Rectt/Cycle-2/ABPM/ Baniakhari B.O /2020 Dated at Betai the 01.12.2020

1. Shri/Smt./Ms. **LABANYA SAHA** Son/Daughter of Shri **SUBRATA SAHA** whose date of Birth is **14.06.1998** and belongs to **OBC** category /selected against **OBC** Category is hereby engaged as **ABPM, Baniakhari B.O** in account with **Bara Andulia SO** On PROVISIONAL BASIS with effect from dated **02.12.2020 (F/N)** in the TRCA scale of Rs.10000-Rs.24470/- LEVEL-1. He /She shall be paid such allowances as are admissible from time to time.

2. Shri/Smt./Ms. **LABANYA SAHA** Son/daughter of Shri. **SUBRATA SAHA** should clearly understand that his/her engagement as **ABPM, Baniakhari B.O** in account with **Bara Andulia SO** shall be in the nature of a contract liable to be terminated by him/her or by the undersigned by notifying the order in writing and that his/her conduct and engagement shall be governed by the Department of Posts, GraminDakSevak (Conduct and Engagement) Rules, 2020 as amended from time to time.

3. This **Provisional engagement** is subject to satisfactory verification of the prescribed educational qualification, community certificate and other certificates, wherever prescribed. The candidate will have to undergo satisfactory prescribed Induction Training course and Practical Training as and when issued.

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

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

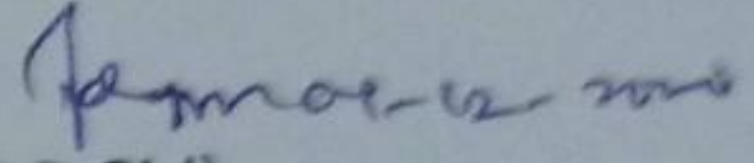
6. If any information or documents submitted by the candidates is found false/incorrect at a later stage, his/her engagement shall be terminated in accordance with Rule-8 of GDS (Conduct & Engagement) Rules, 2020.

Relevant Charge report should be sent to all concern.

Sd/-
(P D Giri)
Inspectors of Posts
Tehatta Sub Division
Betai-741163

A copy of this memo is issued to (By Regd. AD/by Hand):

- I. The. Supdt. Of Post Offices,Nadia North Division-741101
- II. The Postmaster, Krishnanagar HPO-741101
- III. The SPM Bara Andulia SO
- IV. The BPM, Baniakhari B.O -Existing arrangement will be terminated on joining of the candidate.
- v. Sri/Smt. LABANYA SAHA ,C/o SUBRATA SAHA, Vill&PO: MATIARI,NADIA,741153.
- VI. PF of the candidate.


(P D Giri)
Inspectors of Posts
Tehatta Sub Division
Betai-741163

Date : 14-Jul-2021

Name : ABHIJIT DE

Address : DAKSHINPALLY KHARDAH (M) RAHARA, NORTH 24 PARGANAS WEST BENGAL - 700118

Employee Code : AS509092

Dear Sir / Madam,

We are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP OFFICER (Grade – E1)** in the **RL & P CREDIT CARD ETB BRANCH** department on the following terms and conditions:

1. Commencement / Term:

You are required to join our organization on or before **16-Aug-21** . Your place of work shall presently be at **KOLKATA**.

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

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

2. Remuneration :

Your remuneration would be set as follows :

| Compensation | Monthly (Rs) | Annual (Rs) |
|-------------------------|---------------------|--------------------|
| Basic | 5022 | 60264 |
| HRA | 2511 | 30132 |
| Bonus | 1750 | 21000 |
| Special Allowance | 1372 | 16464 |
| Mobile Allowance | 500 | 6000 |
| Employer Provident Fund | 1037 | 12444 |
| Employer ESIC | 363 | 4356 |
| Gratuity | 242 | 2904 |
| CTC | 12797 | 153564 |

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

3. Gratuity :

Employee will be eligible for payment of Gratuity subject to fulfillment of the payment of Gratuity Act of 1972.

4. Incentive Scheme :

You will participate in the Sales Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you on your joining us. Kindly note that you will not have any right to claim any performance incentive from the company, if you resign or abscond or if you are separated from the company for whatsoever reason.

It is further agreed between you and company that the incentive payable if any, based on your performance and productivity is in lieu of any other bonus including bonus based on profits payable under any law.

5. Transfer :

The Organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

6. Leave :

You will be eligible for leave as per company rules subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by competent authority. No leaves can be taken during probation period. Women employees who have completed working 80 days with the organization shall be eligible for Maternity leave as per the policy.

7. Unauthorized Leave / Absence :

If you are on unauthorized leave and absent for more than seven (7) days without any intimation to the company then it would be deemed that you are not interested in continuing with the organization and you would be automatically ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation

8. Job Profile :

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

9. Professional Ethics and Confidentiality :

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related

information (which you may possess by reason of your association with the organization) outside the organization.

10. Notice Period:

During the probation period either party can terminate the services by giving 15 days' notice or Basic salary in lieu thereof at organization's discretion. After confirmation, either party can terminate the services by giving 30 days' notice or Basic salary in lieu thereof at organization's discretion. After successful completion of orientation period either party may terminate the employment under this Appointment letter by issuing 30 days' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc provided during your tenure in the company for carrying official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 30 days from your last working day for processing your final settlement dues, if any. Company will not be liable to pay the final settlement dues (if any) in the event of non-completion of exit formalities within 30 days.

11. Reference Check

Your appointment will be subject to satisfactory reference checks. Please furnish the names of two references who have supervised you in professional capacity at same stage in your academic / professional career.

12. Termination of Employment :

Your services with the organization are liable to be terminated in the event of :

- a) Any breach of the conditions mentioned in this letter on your part,
- b) Any incorrect information furnished by you
- c) Suppression of any material information by you ; and
- d) Your performance level is below the expected level and / or the business target, as set out for you from time to time, has not been achieved by you.
- e) Violation of Company's (client's) code of conduct.

13. Retirement / Statutory Benefits :

You will be eligible for Retirement Benefits of the organization namely Provident Fund and Gratuity as per the company policy which will be governed by relevant laws to this effect

14. Change in the Personal Details :

You shall intimate the Company about any change of your residential address (permanent and or current), qualification and other personal details within five days from the date of change of such details.

Your residential address records with the company will be treated as official address and will be used for all official communications with you. In case of non intimation of change in your residential address to the company, any correspondence to your last known address will be treated as communication received by the employee.

The terms and conditions of employment set out in this letter of appointment constitutes service conditions to your employment in the organization in addition to the code of conduct and other laid down guidelines. The organization reserves the right to change the terms and conditions of your employment set out in this letter of Appointment. Any future changes in the company policies, rules, regulations and your employment terms will supersede the terms and conditions mentioned in this letter. The courts in **Mumbai** will have exclusive jurisdiction with regards to any dispute.

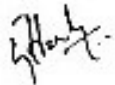
Kindly note that you are required to sign the copy of this letter as a token of your acceptance and return it to us immediately. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, receipt of first salary by you will be conclusive proof of your acceptance of the terms and conditioned mentioned herein.

A list of documents to be submitted at the time of joining is given for your information.

We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

With warm regards,

For **IKYA Human Capital Solutions** (A division of Ques Corp Limited)



Tej Hans Raj Singh

Vice President - Operations | Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

Name: ABHIJIT DE

Signature:.....

Emp Id: AS509092

Place:.....

Date:.....

AIINHOME TECHNOLOGIES PVT LTD

Date: 1st March, 2021.

Sanah Quazi

D/O Fazal Ahad Quazi
11/1B, Bright Street, Kolkata
Pin-700019, West Bengal,

Sub: Offer of Junior Software Developer on Probation.

Dear Sanah Quazi,

With reference to our telephonic interview held earlier, we are pleased to inform you that you have been selected as a Junior Developer on probation for a period of 180 days/ 6 months in the Software development and support team of the company on the following terms and conditions:

Date of appointment

You will be appointed as a probationer with effect from 3rd March, 2021.

Place of Employment

Your initial place of work will be at our Liaison office at 'ASTRA Towers', Action Area IIC, New Town, Suite No ASO-429, North 24 Parganas, Kolkata, West Bengal – 700161. However, your services are transferable, and may be assigned, to any location in India or abroad where the Company or its clients conducts business. You may also be required to work from home.

Compensation during Probation period

As compensation for services to be rendered pursuant to this letter, the Company shall pay you a consolidated monthly remuneration of ₹ 7000 (seven thousand only).

Sanah Quazi
09/03/21

Aiinhome Technologies Pvt. Ltd,
Suite – ASO 429, Astra Towers,
2C/1, Action Area, Akankha More,
Rajarhat, Kolkata – 700161,
CIN No.U72900WB2019PTC233863
Visit us at : www.aiinhome.com
Landline : 033-40047993

AIINHOME TECHNOLOGIES PVT LTD

Probation period

The probation period will be 180 days/ 6 months. However, the said period can be extended at the discretion of the company for a further period of 60 days. Unless confirmed in writing, you will be deemed as probationer after the expiry of the initial or extended period of probation. Your services are liable to be terminated without any notice or wages in lieu thereof during the initial or extended period of probation if your performance is not as per the levels expected by the organization.

Appointment after expiry of probation period, in case found suitable

If after the expiry of probation period, you are found suitable by the company, you will be confirmed in your Appointment Letter on a salary range that is to be finalized based upon your performance. If you are not found suitable for the job, your appointment will be terminated at the discretion of the company and in case of such termination you will have no right or claim against the firm.

Notice Period.

Termination of this appointment for any reason would require 45 days written notice or 1 (one) month's compensation in lieu thereof.

However, in case you are in breach of any of the terms and conditions of this letter and or found in violation thereof, then AIINHOME Technologies Pvt. Ltd. shall at its discretion be entitled to terminate your services with immediate effect.

Jurisdiction.

In case of any dispute arising out of this Agreement, both Parties agreed to the exclusive jurisdiction of the Courts at Kolkata, West Bengal, India.

Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of AIINHOME Technologies Pvt. Ltd (including for avoidance of doubt any Confidential Information of its Clients) that comes into your possession or know and shall include the following:

Sarah Quazi
09/03/21

Aiinhome Technologies Pvt. Ltd,
Suite – ASO 429, Astra Towers,
2C/1, Action Area, Akankha More,
Rajarhat, Kolkata – 700161,
CIN No.U72900WB2019PTC233863
Visit us at : www.aiinhome.com
Landline : 033-40047993

AIINHOME TECHNOLOGIES PVT LTD

All other information and material of AIINHOME Technologies Pvt. Ltd relating to design, method of construction, manufacture, operation, specifications, use and services of AIINHOME Technologies Pvt Ltd equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of AIINHOME technologies)

It is agreed that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of AIINHOME Technologies Pvt Ltd that is or may be revealed to him or her by AIINHOME Technologies Pvt Ltd or which may in the course of his or her engagement with AIINHOME Technologies Pvt Ltd come into his or her possession or knowledge unless specifically authorized to do so in writing by AIINHOME Technologies Pvt Ltd.

Whilst employed by the company you:

Will not engage in any external activities of a commercial nature without prior permission of the Company.

Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.

Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all company policies and procedures.

You agree that you shall not directly or indirectly share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.

You will take proper care of any hardware resource such as laptop, USB dongle etc that is provided to you by 'AIINHOME Technologies Pvt. Ltd' or it's client(s) for your work and hand them over to the concerned authority on completion of work or project in working condition. In case you plan to leave or resign then the same has to be returned back to the concerned authority and the exit formalities have to be completed. Failure to do so will result in legal action both from our end as well as from the Client's end.

Sarah Quazi
09/03/21

Aiinhome Technologies Pvt. Ltd,
Suite – ASO 429, Astra Towers,
2C/1, Action Area, Akankha More,
Rajarhat, Kolkata – 700161,
CIN No.U72900WB2019PTC233863
Visit us at : www.aiinhome.com
Landline : 033-40047993

AIINHOME TECHNOLOGIES PVT LTD

Non-Compete.

For a period of 6 (six) months next following such termination of your job transact business from or with any persons or company who operate within a radius of five kilometer from the premises of AIINHOME Technologies Pvt. Ltd or be interested or concerned whether directly or indirectly in business of the kind carried on or competes therewith.

You shall not solicit, entice or procure any such other employee to leave the employment of AIINHOME Technologies Pvt. Ltd or to do anything which if done by you would be a breach of terms and conditions mentioned herein.

Failing to abide by the aforesaid terms and conditions will result in legal action(s) being taken against yourself and AIINHOME Technologies Pvt. Ltd will be entitled to collect/ demand suitable damages from you and you indemnify to make good such losses sustained by AIINHOME Technologies Pvt. Ltd and shall keep its option to take legal action both civil and criminal as may be advised under the Law.

Non-Disclosure.

By signing and accepting the terms of this contract you are also abiding by the Non- Disclosure Agreement which forbids you from sharing any intellectual property, code, content which are developed here for the various clients of 'AIINHOME Technologies Pvt. Ltd.'. You shall not directly contact/ contract or enter into any financial or commercial agreement/ transaction with any client of 'AIINHOME Technologies Pvt. Ltd.'.

Governing Law:

This appointment shall be governed by and interpreted in accordance with the laws of India.

Sarah Quazi
09/03/21

Aiinhome Technologies Pvt. Ltd,
Suite – ASO 429, Astra Towers,
2C/1, Action Area, Akankha More,
Rajarhat, Kolkata – 700161,
CIN No.U72900WB2019PTC233863
Visit us at : www.aiinhome.com
Landline : 033-40047993

AIINHOME TECHNOLOGIES PVT LTD

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

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

Yours faithfully,
For AIINHOME Technologies Pvt. Ltd.



Syed Arshad Ali,
Director.

I hereby accept this letter as per the terms and conditions provided therein.

Signature: *Sanah Quazi*

Name: SANAH QUAZI

Place: KOLKATA

Date: 09/03/21

Aiinhome Technologies Pvt. Ltd,
Suite – ASO 429, Astra Towers,
2C/1, Action Area, Akankha More,
Rajarhat, Kolkata – 700161,
CIN No.U72900WB2019PTC233863
Visit us at : www.aiinhome.com
Landline : 033-40047993



BHARAT FACILITIES

Facility Management Services

To,

Date: 1st Jan 2021

EMP ID: BHKOL268

EMP NAME: Asish mondal

Contract of Employment

Dear Asish mondal,

This is a contract of employment between Bharat Facilities and Asish mondal, EMP ID BHKOL268, dated 1st Jan 2021. This contract of employment will come in effect from 1st Jan 2021 with the clauses as mentioned below: -

1. Your employment with Bharat Facilities would commence on 1st Jan 2021
2. You will be paid salary as per the details mentioned in Annexure A. However, your actual salary would depend upon the actual no. of days of physical attendance.
3. You shall be working according to the Company guidelines as an employee of Bharat Facilities.
4. Presently you are posted at our client site (Threpsi Solutions Pvt Ltd) at 1st Floor, Taj Leather Complex 670, Uttar Panchanna Gram Pashim Chowbagha, Kolkata-700100. Your services are liable to be transferred without any additional benefit or facilities from one establishment of our client to another client.
5. Your working days will vary from week to week. You will be notified of the same through posting of schedules.
6. You may be required to work on any of the shifts on rotation or need basis & you may have to even work overtime as per company's requirements. Over Time amount will be paid as per norms and/or in accordance with the existing laws.
7. Both the parties have the right to terminate the contract by giving the other party a prior notice of seven days or an amount equal to wages for the said notice period. In the event of the employee terminating the contract without serving the said notice period the management has the right to withhold an amount equal to the wages for the unserved period of notice from the money due to the employee, if any as part of full and final settlement.
8. In case of continued absenteeism for two or more days, at a stretch or four or more days staggered absenteeism without any 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 forfeit the wages for the un-served notice period from the salary due to you.

C-1, B-23, First Floor Archana Cinema Road Greater Kailash -1, New Delhi -110048
E-Mail: bharat_facilities@yahoo.com



Birla Institute of Technology & Science, Pilani

Pilani | Dubai | Goa | Hyderabad (An Institution of Eminence)

Prof. Bijay Kumar Rout, Professor of Mechanical Engineering
Acting Registrar

Ref. No.: FR/SCM/09-Apr-2021/MATH

Date: 13-Apr-2021
THROUGH EMAIL

Dear Dr. Minhajul,

We are pleased to inform you that you have been selected as Assistant Professor (on 'temporary against regular position') in the Department of Mathematics, K. K. Birla Goa campus. Congratulations on getting through a highly competitive selection process that saw several other qualified candidates.

As a faculty member of BITS Pilani, you will have an extremely rewarding experience teaching arguably one of the finest student populations in the country, and interacting with a highly accomplished and experienced group. BITS Pilani will foster your research interests by providing a conducive environment augmented through research initiation grants and additional competitive grants. With calm, serene and safe campus environment, combined with our constant efforts in providing the best possible infrastructure and a defined career path, BITS Pilani shall be the ideal place for you to grow and flourish.

You will receive a salary comprising Basic Pay and a Dearness Allowance (DA). Currently, the DA is extended as per the Government of India norms. Along with the salary, PF (employer contribution), Gratuity, and other benefits such as Housing (subject to availability), Medical, School Fee, LTC, etc. would be provided as per the Institute rules. Please see the Annexure for more details on faculty leave, research grants and other benefits provided to you by the Institute.

The remuneration details and the terms and conditions of your appointment are given below:

(For details, please see Introducing BITS to Prospective Faculty at

http://www.bits-pilani.ac.in/Uploads/Faculty%20Recruitment/recruitment_final.pdf)

1. Pay scale recommended by the Central Government is followed normally. As per the policy of the institute, you will be designated as **Assistant Professor at Academic Level-12** with a **Basic Pay of Rs. 101500** per month.
2. The current DA is paid at 17% of the Basic Pay, and the employer contribution towards PF would be 12% of the Basic and DA.
3. The Annual increment would be 3% of the Basic Pay.
4. Your current appointment ('temporary against regular position') is for an initial period of three years. Your performance will be assessed at the end of three years and based on a favorable appraisal, your appointment will be "regularized"; you will continue to be designated as Assistant Professor but be placed in Level 13A1 with a minimum Basic Pay of Rs. 131400 per month. If the appraisal is not found favorable, the temporary appointment will normally cease to exist at the end of six months from the expiry of your existing term.

Contd....



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Pilani - 333 031
Rajasthan, India

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5. Your current appointment that is 'Temporary against regular position' is terminable on one month's notice (or one month's salary in lieu thereof), while a 'Regular' appointment is terminable on a six-month notice on either side (or six months' salary in lieu thereof), provided that the Institute may, for sufficient reasons, either reduce this period or require you to continue till the end of the academic session in which the notice is received.
6. You may be provided with suitable accommodation on campus, subject to availability.
7. Please note that the appointments to teaching positions of the Institute require participation in (i) on-campus teaching and research including Practice School at out-of-campus sites, (ii) the Off-Campus and Work Integrated Learning Programmes, and (iii) Institutional Development.

We hope these terms and conditions are acceptable to you. Please sign this letter as a token of acceptance mentioning the date of joining and email it back to the undersigned within two weeks of the date of this letter. If no information is received from you by that time, it will be assumed that the offer is not acceptable to you and the offer will cease to exist.

At the time of joining the Institute, please submit this document (in original), along with the photocopies of your certificates/degrees/transcripts. The certificates/degrees/transcripts will be verified against the originals. If you are currently employed, please submit a relieving letter stating no objection from your current employer. You will report to the Director of the campus when you join.

We look forward to having your association with us, and wish you a productive career at BITS Pilani.

Yours sincerely,



(Bijay Kumar Rout)

Dr. Minhajul
Vill-Islampur Nazrul Pally, P.O.-Islampur, P.S.-Islampur, Distmurshidabad,
Pin-742304, West Bengal, India

COUNTERSIGNED

I accept the offer as per your above letter and I propose to join duty on _____ .

Place _____

Signature _____

Name Minhajul

Date _____



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