

NON - DISCLOSURE AGREEMENT

This Non-Disclosure and Confidentiality Agreement (the "Agreement") is made on 03rd Mar, 2023.

By and between

Oji India Packaging Private Limited (hereinafter referred as the "Company"), a private limited company having its registered office at #13, Level 6, JMD Regent Square, MG Road, Gurgaon - 122002, Haryana,

And

Bhupender - GET, hereinafter referred as the "Employee", S/o/D/o. Sh. Sunil Kumar, residing at VII Saban, Tehsil: Bawal, Distt: Rewari, Haryana - 123501 collectively referred to as the "Parties".

Background

- A. The employee Bhupender is currently employed with the Company for the position of GET since 26.11.2022. In addition to this responsibility or position (the "employment"), this agreement also covers any position or responsibility now, earlier or later with the Company.
- B. The Employee have received or will receive from the Company, or develop on behalf of the Company, Confidential Information as a result of Employment.

IN CONSIDERATION OF and as a condition of the Company employing the employee and the Company providing the Confidential Information to the employee in addition to other consideration, the receipt and adequacy of which consideration is hereby acknowledged, the parties to this agreement agree as follows:

1. Confidential Information:

"Confidential Information" shall mean:

- I. All written and oral information and material disclosed or provided by the Company to the Employee in the course of employment, before and after employment is Confidential Information regardless of whether it was provided before or after the date of this agreement or how it was provided to the Employee.
- II. Any internal and/or external information which may come to the knowledge of the Employee in the course of Company business.



27th June 2023

Mr. Hinder
Emp. No ZMF01-0399

Letter of Increment

We have completed another successful year demonstrating strong business performance. Your dedication, diligence and cooperation have made this achievable.

We are pleased to inform you that your emolument has been revised with effect from 1st April 2023.

We thank you for your contribution to the success of Nidec India Pvt Ltd. Based on your performance, we are pleased to revise your compensation. The company is pleased to inform you that your Salary has been revised to Rs 53046 P/M. Your new salary structure is as under and effective from 1st April 2023.

Basic Salary	26523
HRA	13262
Children Education Allow.	200
Medical Reimbursement	1250
Convey. Allow. (TPT)	1600
Washing Allow.	2000
LTA	2209
Special Allow.	2815
Gross Total	49663
Employer PF Employer Contribution	3183
ESIC Employer	-
LWF	-
CTC	53046 ✓

Congratulations and Best Wishes for the coming Year.

We warmly look forward for your continued excellent performance and substantial contribution in achieving the growth objectives of our company.

All other terms and conditions of your employment will remain unchanged.

With regards

For Nidec India Pvt Ltd

Mr. General Manager
Human Resource

A computer generated office communication is considered between you and Nidec India Pvt Ltd

NIDEC INDIA PRIVATE LIMITED

REGD. OFFICE: 6th Floor, A, Block, 2, 2nd Cross, Sector-08, Gurgaon, Haryana-122002. India. Tel: 0122-6610000 Fax: 0122-6610001
REGD. FACTORY: Plot No. 32/2-3, Phase-2, New Industrial Complex, Noida, Uttar Pradesh-201301, India. Tel: 0120-2611100 Fax: 0120-2611101
Company's Email ID: hr@nidecindia.com



R1 RCM Global Private Limited
Candor TechSpace IT/ITES SEZ,
(Gurgaon Infospace Limited SEZ),
3rd, 4th Floor, Tower A and 8th Floor Tower B,
Building No. 2, Sector 21, Dundaheera, Gurugram – 122016, Haryana, India
Tel: +91 124 4879200 | CIN: U74900DL2009PTC187041 | Website: www.r1rcm.com

STRICTLY PRIVATE AND CONFIDENTIAL

Manish Singh Chouhan
Quarter No 29 B, DDA Flats, Ber Sarai, Near JNU Campus
Delhi 110067

August 23, 2023

APPOINTMENT LETTER

Dear Manish Singh Chouhan,

Congratulations!

With reference to your application and subsequent interview, we are pleased to extend an offer of employment to you at R1 RCM Global Private Limited as **Analyst**.

Subject to your accepting this appointment letter, your anticipated start date will be no later than **August 25, 2023**. Your appointment will be effective from the date of joining.

Your Annual Compensation will be **INR ₹285,000.00/-** cost to Company (CTC). Details of the CTC break up are given in Annexure-I provided with this letter.

Your primary work location will be **IND-Sector 21-Gurugram** or any work location R1 RCM may ask you to work from time to time as per its discretion.

This appointment is subject to your acceptance Seven days from the date of issuance. Please formally accept this appointment letter within seven (7) days, failing which this offer shall lapse automatically and will stand revoked at the sole discretion of R1 RCM. This offer and your employment with R1 RCM is conditional upon you successfully clearing the background verification process as applicable at R1 RCM.

You will be receiving a joining instruction email confirming the details of your onboarding time, venue details from the R1 RCM Onboarding team before your start date.

The Company reserves the right to amend your date of joining prior to your start date, in-line with business exigencies. Any change to this effect, will be communicated to you vide a revised appointment letter.



To ensure that you have full understanding of the terms and conditions of your employment at R1 RCM and the benefits available to you, there are a number of enclosures to this letter which you will need to adhere with during the course of your employment with us.

Please sign the enclosed copy of this letter, terms and conditions, confidentiality and intellectual property protection agreement and any other annexure attached.

We look forward to welcoming you to R1 RCM.

Sincerely,

For R1 RCM Global Private Limited,

A handwritten signature in black ink that reads 'Swati'.

Swati Khandelwal
Senior Vice President – Human Resources

I, Manish Singh Chouhan, hereby accept the offer of appointment on the terms and conditions set out in this letter of employment.

Employee Signature: {{Sig_es_1:signature}}

Date: {{Dte_es_1:date}}

Location: IND-Sector 21-Gurugram

OffLET420058Dec-2022-CH

December 28,2022

Vivek Kumar

Jaipur

Offer LetterDear **Vivek**,

Congratulations! we are pleased to offer you the position of **Medical Coder** at AGS Health Private Limited.

Your annual cost to company (CTC) would be **INR.168,000**. In addition to this, you will also be eligible for a performance based incentive up to **INR.108,000 per annum**, to be paid as per the Company's incentive policy, after your successful completion of On the Job Training (OJT) which will vary from process to process. Annexure A contains the break-up of your compensation package.

Your base location will be at **Jaipur**. You will be required to work in any of our office locations and such locations are subject to change at the discretion of the company. Further, you agree and understand that depending on the business requirements of the company, you may be asked to change your project/process and you may be asked to work in different shift timings.

We request you to join us on or before **December 30,2022**. Please note that this appointment is subject to satisfactory completion of background verification and other joining formalities.

You would be provided with an appointment letter along with the Terms and Conditions of Employment upon your joining. We look forward to you joining us.

AGS Health treats Information Security Compliance with paramount importance. As a candidate seeking employment with AGS Health, it is imperative that you adhere to the Information Security policy guidelines in vogue. You would be briefed about the guidelines at the time of joining.

Please do not hesitate to call us for any information you may need. Please sign the duplicate of this offer letter as your acceptance and forward the same to us.

To confirm your acceptance of our offer, please sign below and send us a scanned copy of the signed offer letter. This offer letter is valid till **December 31,2022**.

Sincerely,

**Kiran Guntur****Vice President – Human Resources****Acceptance of Invite:**

I accept the terms and conditions of this offer letter and the attached annexures, and agree to be legally bound by the same.

Signature:

Date:

1. The compensation matrix may differ as per prevailing market indices of the base location (i.e. where you will be based out of and will work for AGS Health).
2. At the time of joining, please bring all the documents as mentioned in the Joining Checklist (Annexure B).

Annexure A:

CONFIDENTIAL

	Monthly ₹	Annual ₹
CTC		
Base Salary + Retirals	14,000	168,000
Base Salary + Retirals + incentive (See Note below)	23,000	276,000

Base Salary		
Basic Salary	6,500	78,000
Statutory Bonus	1,400	16,800
Basket of Allowance	4,590	55,080
Gross Salary	12,490	149,880

Retirals and Insurance		
Provident Fund (Employer)	780	9,360
Gratuity	313	3,756
Health Insurance	417	5,004
Retirals Total	1,510	18,120

Performance Incentive		
Monthly Performance incentive (See note Below)	9,000	108,000

* includes city compensatory allowance.

*

Note:

Performance incentive is paid based on company's incentive policy. You have potential to earn maximum of Rs.9,000 per month based on achievement of certain key performance and quality metrics as per the incentive policy applicable for different processes. The targets and actual performance (production and quality) are measured using tracking tools and are available for the agents to view online.

Please note above Take Home is Pre-Tax and is subject to

- o Any tax deduction as per rules and regulations of Income tax act 1961
- o Employee's contribution of ESI, applicable to employees below ESI salary limit
- o Professional tax as applicable at base location

Signature:

Date:

	Monthly ₹	Annual ₹
Base Take Home (pre-tax)		
Gross Salary	12,490	149,880
PF (Employee)	780	9,360
Take Home (pre-tax)	11,710	140,520

Joining Documents Check List

Candidate's Name: **Vivek Kumar**

Offer finalization checklist		
S. No	Checklist	Comments
1	About AGS	
2	Department	
3	Title	
4	Process/ Specialty (if applicable)	
5	Job Description	
6	Facilities/ Project (okay to work out of any facility and project?)	
7	Shift	
8	Working hours & days	
9	Dress Code	
10	Offered Compensation (explain all the components) annual CTC	
11	Incentives	
12	Buddy Referral Scheme	
13	Appraisal	
14	Career progression	
15	Aspire	
16	Date of joining	
17	Documents Checklist	
18	Do you have any other offer?	
19	Final status	

Additional Comments (if any):

Applicant's signature

Date:

Recruiter's signature

Date:

DOCUMENT OF UNDERSTANDING

Facility / Place of work:

- I will be required to work out of any office in Chennai based on business requirements.
- Experienced: I have been made aware that I will be required to work from office based on business requirement.
- Freshers: I have been made aware that I will need to report to office post completion of my training program or as per business requirement.

Vaccination:

- I was offered company sponsored vaccination or reimbursement of vaccination cost by AGS Recruitment SPOC.

Shift Hours / Process / Project:

- I will be required to work any 9 hour shift and be deployed in any project / process based on business requirements

Compensation / Salary:

- The take-home offered by AGS Health is pre-tax. Any professional /ESI/ income tax that is applicable will be deducted from the take-home offered

Transport:

- I will be eligible for a common point pick-up / home drop facility based on my shift hours as listed below

Shift Hours	Common Point Pick-up	Home Drop
Day shift	NO	NO
1pm to 10 pm	NO	YES
3pm - 12am	YES	YES
Evening / Night Shift	YES	YES
DST Timing	YES	YES

I understand and agree to abide by all the requirements mentioned above as part of my employment with AGS Health

Signature:

Date:

Annexure 2 - EMPLOYMENT LETTER

We are pleased to provide you an Employment Letter with AGS Health Private Limited ('the Company') with appropriate responsibilities for such role. This Agreement is effective as from your date of joining.

This letter will set forth the economic and key employment terms and conditions of your employment which are binding on both the Company and you, and by signing a copy of this letter, you accept our offer based on the valid consideration of a professional opportunity of employment with appropriate remuneration in our Company.

1. Probation Period

You will be on Probation from the date of commencement of your employment for a period of six (6) months. Your probation period will continue to be so unless and until you are expressly confirmed in the regular service of the Company but in any event shall not be for a period exceeding one year.

Notwithstanding anything stated herein, during the probation period, if your services are found unsatisfactory at any time during the period of your probation, your appointment will be terminated/cancelled without notice or compensation in lieu of notice. This Letter is contingent upon satisfactory completion of a pre-employment background verification process.

In the event of your resigning from the services of the Company during probation period, you will be required to give one month notice or an amount equivalent to one month's gross salary in lieu thereof. However, it would be at the discretion of the Company to waive the notice period on a case-to-case basis.

2. Compensation & benefits

Your compensation & benefits will be as mutually agreed and specified in the offer letter provided to you. During your employment period your compensation & benefits are subject to change based on your performance and based on the Company's performance. You will also be eligible to participate in other benefit plans that are made available by the Company from time to time, as applicable to your Grade. The Company reserves the right to terminate, change or modify any or all aspects of any compensation & benefits programs at any time.

As mutually agreed, between us, any incentive or variable pay that may be applicable to you, will be paid based on achievement of certain key result areas on such parameters as may be fixed by your reporting authority with your concurrence. Such payment being purely linked to performance will vary according to performance. Statutory Bonus as applicable will be paid to you at the appropriate rates either monthly or annual basis at the discretion of the Company. Your monthly compensation has been fixed for a 48-hour working week.

3. Leave Policy

You shall be governed by the Leave Policy of the Company as amended from time to time.

4. Medical Fitness

You will be requested to provide medical fitness certificate or undergo certain medical tests either on your joining date or during your employment at the discretion of the management.

5. Other Key Employment Conditions:

i. The Company shall be entitled to modify the terms of your employment subject to applicable statutory legislations and after taking your due consent for the same. You will, in addition to the terms and conditions of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedure, and policies framed, amended, modified, or omitted by the Company from time to time. Such announcement will be communicated through mail or through the **Employee Handbook**. Any non-compliance will be subject to disciplinary action. The Employee Handbook, as amended from time to time, will always be available with Human Resources Department and in Company's Intranet which will govern the conditions of your employment. It is your responsibility to go through the Employee Handbook and update yourself periodically with the changes that are made.

ii. You can be transferred to any location where the Company is carrying on its business, as per the business requirements of the Company.

iii. During the course of your Employment with the Company, you may be asked to sign a commitment bond, for undergoing certifications/ specialized training program provided by the Company. As part of the consideration for providing such learning opportunity, you fully agree to abide by all the terms and conditions of such bond, and you will not raise any objection or concerns at the time of signing such bonds.

iv. You warrant that you do not own or possess any information or property belonging to any of your previous employers and that your performance of your duties as an employee of the Company will not breach any inventions, assignment, proprietary or confidential information, declarations, and non-disclosure agreements with any of your former employers or any other party.

v. You are not allowed to undertake any other activity in the nature of employment or business except with the prior written consent of the Company whether or not you receive financial compensation for such activities. You understand that the position with AGS Health calls for full time employment and you are expected to commit yourself exclusively to the business of the Company. You cannot take up any other work whether by yourself or in the name of any of your family members, on part time or otherwise, whether for profits or not, or as freelancer, or work on advisory capacity or be interested directly or indirectly in any other trade or business, during the course of your employment with the Company, without obtaining prior written consent of the Company.

vi. Any inventions, improvements, reports, manuals, or any other form of publication containing information relating to the services of the Company ("Intellectual Property Rights") you may produce or formulate during the course of your employment, shall always remain the property of the Company. You agree and understand that such Intellectual Property Rights in respect of any work created or performed will be deemed to have been assigned to the Company.

vii. You must always maintain highest degree of secrecy of the strategy, names of fellow employees, business lines, Intellectual Property Rights, records, and any other information relating to our Company as may be deemed as "confidential information" from time to time.

viii. If an Employee is paid any relocation allowance or special allowance or any joining bonus to the Employee and if the Employee leaves the Company, either voluntarily or involuntarily, within one (1) year from the date of joining the Company, such relocation allowance or special allowance or joining bonus must be refunded to the Company in full within 30-days time period.

If you are found to be violating any of these key employment conditions, you will be subjected to strict disciplinary action against you by the Company and you agree to abide by any decision that the Company may take in this regard including termination of your employment with the Company and / or claiming compensation for any damages suffered by the Company because of such violation. You agree that the Company can seek monetary damages as may be quantified by the Company for any such violation or breach of your employment, without having to show anything other than the fact of such breach or violation.

6. Termination of Employment

During the term of your employment, your services with the Company are liable to be terminated at any time, by giving two months' notice except in case of a termination due to misconduct. The Employee shall be eligible for Salary and benefits only until the last date of actual employment with the Company. If the Employee is required to serve full notice period, he shall not be entitled to avail of (or adjust/set off) any accrued leave during / against such notice period.

7. Resignation by Employee

- i. You may terminate employment with the Company subject to you giving not less than two month's written notice to the designated officer of the Company.
- ii. The Employee shall either be required to continue working for AGS Health for the full applicable notice period or for such short period as may be required for transition or be relieved from the services immediately, solely at the discretion of the management.
- iii. If required by the management of the Company, you will also be required to train your replacement during such notice period.

8. Restrictions during and after employment

You will not during the term of your employment with the Company and for a period of 1 (one) year following the date of termination of your employment, do or permit any of the following without prior written consent of the Company:

- i. Solicit any client of the Company or its associates or clients of the Company's clients for the purpose of offering to that person services similar to or competing with those of the Company.
- ii. Cause or permit any person directly or indirectly under your control to do any of the acts or things specified above; and
- iii. Solicit any employees of the Company, which includes the persons employed by the Company after termination of your employment with the Company, for the purpose of offering to that person an employment of any interest in any other company, institution, organization, or any business whether owned by you or not.

Actual or suspected breach of any of the above conditions shall entitle the Company to injunctive relief to enforce the restrictions given above.

In view of the nature of your duties with the Company, and the compensation and benefits granted by the Company to you, each of the Company and you consider the undertaking in this paragraph to be reasonable in all circumstances. However, if one or more undertakings in this paragraph are held invalid as unenforceable or invalid for any reason by a competent court, adjudicator or arbitrator, the undertakings shall apply with such modifications as to the period, territory or scope of their operations as may be necessary to make them enforceable and valid.

9. Indemnity

You will fully and effectively indemnify the Company against all losses, damages and expenses incurred due to any breach or alleged breach of the terms of this Employment Letter, or any fraud, misconduct, or negligence on your part in the course of your employment with the Company

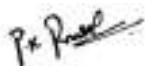
10. Governing Law, Arbitration and Severability of Terms

This Employment will be subject to jurisdiction of courts in Chennai, Tamil Nadu, India, without regard to its choice of law provisions. Any dispute or claim that arises out of this Employment Letter shall be resolved by final and binding arbitration in accordance with Indian Arbitration and Conciliation Act, 1996, by an arbitrator to be appointed by the Company. If any provision of this Employment Letter may be held invalid or unenforceable, such provision shall be ineffective without invalidating the remaining provisions of this Employment Letter.

If the terms of this Employment Letter are acceptable to you, please sign below. We

look forward to a long and mutually rewarding relationship.

Sincerely,



Name: Prasad P K

Title: General Counsel – Legal and Corporate Affairs

ACCEPTANCE BY EMPLOYEE

I have read & understood and agree to the above terms and conditions governing my services and employment with AGS Health Pvt Ltd.; I hereby agree to be legally bound by the same.

Signature of Employee:

Name: Vivek Kumar

Place: Jaipur

Date:

Electronically signed by Vivek Kumar on Electronically signed from



PRIVATE AND CONFIDENTIAL

Reference No. - 9021539140

Applicant ID - 4410951

15-May-2023

Lalit Kumar

Dear Lalit,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-MailAddress : icicicareers@icicibank.com

Telephone No. 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC02 1012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 9021539140

Applicant ID - 4410951

15-May-2023

Lalit Kumar

Dear Lalit,

We are pleased to make you an offer of appointment as SR. Relationship Manager (Band I) in ICICI Bank. You will be placed in Branch Banking at **REWARI HR.**

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- a) You shall be required to join the Bank on or before 24-May-2023.
- b) You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- c) On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

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Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



: 2'

Reference No. - 9021539140

Lalit Kumar

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.
After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.
- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

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Regd. Office : ICICI Bank Tower,
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Old Padra Road,
Vadodara 390 007, India.



3 :

Reference No. - 9021539140

Lalit Kumar

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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Old Padra Road,
Vadodara 390 007, India.



4:

Reference No. - 9021539140

Lalit Kumar

- General:

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Anirudh Cherakuwada

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
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: 5 :

Reference No. - 9021539140

Lalit Kumar

Annexure:

Remuneration:

- Your Base Salary will be Rs. 1,32,000/- (Rupees One Lakh Thirty Two Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 30,000/- (Rupees Thirty Thousand only) per annum. Supplementary allowance will include —Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 60,000/- (Rupees Sixty Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 31,800/- (Rupees Thirty One Thousand Eight Hundred only) per annum.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC02 1012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



:6:

Reference No. - 9021539140

Lalit Kumar

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Signature of Applicant

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JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/CareersICP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password” option to generate a new password.

Following documents (Photo copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (h/Xl|th/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

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**Remuneration Details**

Name : Lalit Kumar

Position: Relationship Manager

Group: Branch Operation

	Sr. Relationship Manager (Band I)	
	Monthly	Annual
Basic	11000	132000
HRA	5,000	60000
Supplementary Allowance*	2500	30000
Superannuation Allowance **	2650	31800
Total	21150	253800
Retrials		
Retrials (PF, Gratuity) ***	2,800	33600
Total CTC	23950	287400
Performance Linked Retention Pay #	1667	20004
Total (incl PLRP)	25617	307404

* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance

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

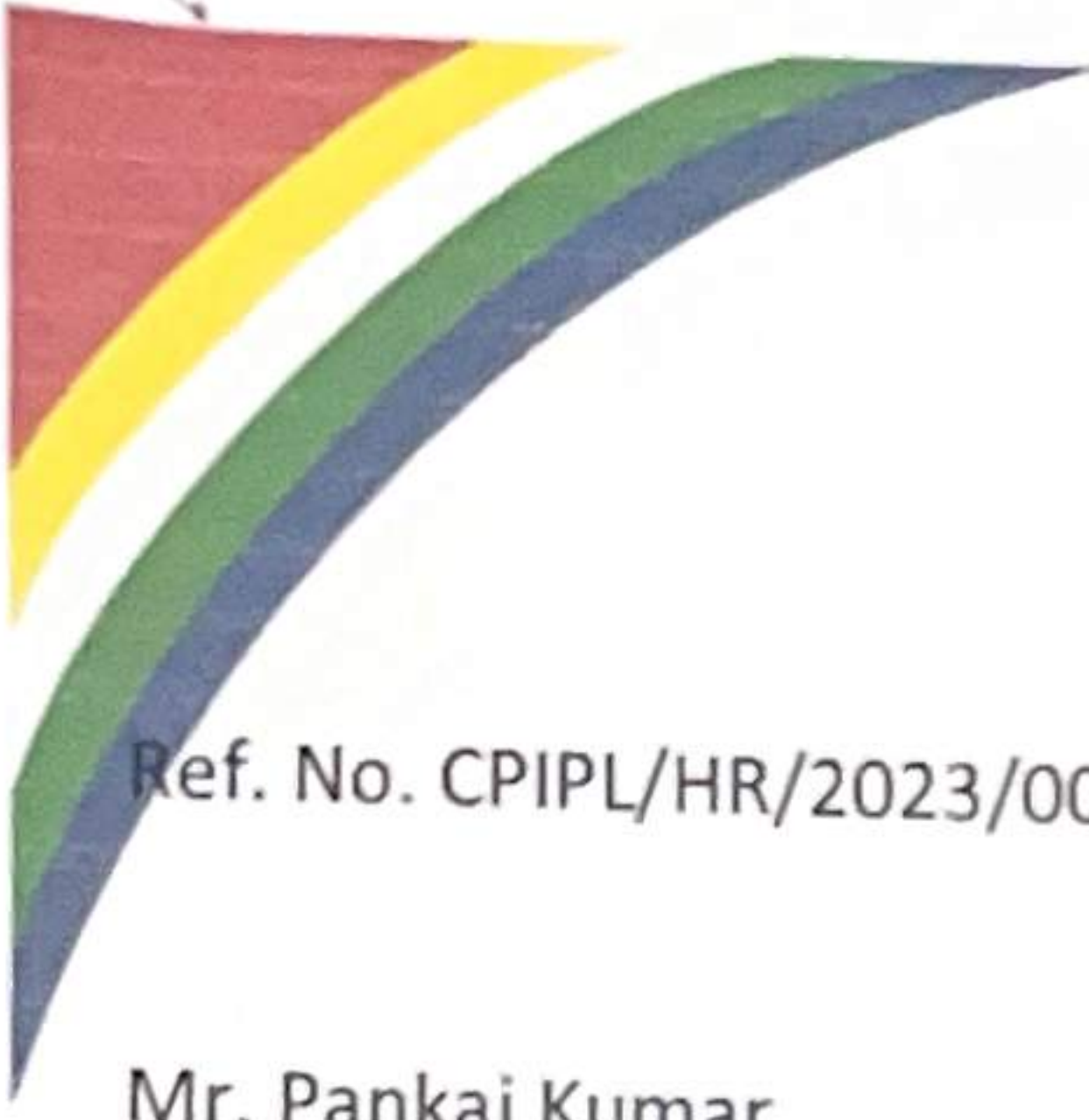
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 15-May-2023

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Ref. No. CPIPL/HR/2023/001

Date – 01/07/2023

Mr. Pankaj Kumar
Ward No. 4 VPO: Sangtera
Tehsil: Kotputli, Jaipur
(Raj.) - 303108

Subject: Letter of Intent

Dear Mr. Pankaj Kumar

With reference to your application and subsequent interview held with us, we are pleased to inform you that you have been selected for the post of **Manager- HR & Admin.** For our Company at Bhiwadi location as per the discussed & agreed terms and conditions. You shall be on probation for a period of six (6) months.

Your annual CTC Salary would be Rs. 6,00,000/- on joining.

A detail appointment letter shall be issued to you after joining in our Organization
Please join your duties before of 01/07/2023

Thanking You

For- Chandraprabhu Industries Pvt. Ltd.

For Chandraprabhu Industries Pvt Ltd

Authorized Signatory

Received and accepted by

Note: -

Kindly submit the following documents at the time of joining: -

1. Age Proof Certificate
2. Educational Certificate
3. Experience & Relieving Certificates, Salary Slip, if applicable
4. Medical Certificate
5. Passport size colored photographs – 04 Nos.

Chandraprabhu Industries Pvt. Ltd.

**MFRS. OF : PAPER CORRUGATED BOXES, SHEETS, ROLLS,
P. P. CORRUGATED BOXES, PAPER ANGLE BOARD (Plain & Printed)**

E-1111, RIICO INDL. AREA, PHASE-III, BHIWADI-301 019 DISTT. ALWAR (RAJ.)
Ph. : +91-9672371111 CIN - U28129RJ2007PTC024553

E-mail : info@cprabhu.com Website : www.cprabhu.com

ANNEXURE TO THE LETTER OF INTENT

Name : Pankaj Kumar
Designation : Manager - HR & Admin
W.e.f : 01/07/2023

Compensation	Monthly	Annual
Basic	30,000	360,000
House Rent Allowance	20,000	240,000
Conveyance Allowance	-	-
Other Allowance	-	-
Gross Salary-(A)	50,000	6,00,000
Employee Contribution to EPF (12%)	0	0
Employee Contribution to ESIC (0.75%)	0	0
Total Deductions (Employee)	0	0
In Hand	50,000	6,00,000
Statutory Benefits-(B)		
Employer's Contribution to EPF (13%)	0	0
Employer's Contribution to ESIC (3.25%)	0	0
Total Statutory Benefits (B)	0	0
Total Cost to Company (A+B)	50,000	6,00,000

For – Chandrababhu Industries Pvt. Ltd.

Authorized Signatory

1. Statutory deductions like PF & ESI will be made as per the applicable act.
2. All other terms & condition of your appointment remain unchanged.
3. Salary breakup not to be shared with anybody in the Organization if anybody found shared information for that company may take administrative action.