

Date: 28 Dec 2022

Mr Prasanta Jana
Uttarkhamar Alukaranbard East Midnapore West
Bengal- 721454
Employee No: 2688150

Dear Mr Prasanta Jana

OFFER OF EMPLOYMENT

We are pleased to offer you employment in our Organization IMSI Staffing Pvt Ltd., (hereinafter "IMSI" or "The Company"), as Desktop Support Engineer subject to the following terms and conditions:

1. Your employment with IMSI will involve deputation to our Client/s, where you will render services to our client, at their premises, subject to the terms and conditions mentioned below and in accordance with the instructions received by you from us or any other authorized person and you will be bound by our rules and regulations. Your date of Joining would be 02 Jan 2023. Your annual CTC would be Rs. 227436/- PerAnnum (Two Lakh Twenty Seven Thousand Four Hundred Thirty Six Rupees only PerAnnum)

2. Your deputation to our client/s may be extended from time to time, as decided by IMSI for specified duration and location. During the tenure of your deputation, you will continue to be an employee of IMSI, and your compensation and applicable allowances shall be paid by the Company.

3. You hereby agree to be liable for the following terms and conditions:

- Fully perform the services, in a professional manner, at the Client's location/s until the completion of the term of the work assignment/ deputation.
- During the term of the work assignment, you shall render services exclusively to the Client, you are deputed to and in the discharge of your duties, and you shall not have any third party obligation, whatsoever.
- During the term of your employment, you will be a whole-time employee of the Company and will neither seek nor accept to be employed or engaged in any manner whatsoever, directly or indirectly with any third party either in India or abroad, in any other trade, business, profession or any other employment part-time or full time anywhere, in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the Company in this respect shall be final and binding. Breach of this condition shall lead to termination of your services by the Company without any notice or compensation.
- You shall not engage in any conduct which is detrimental to the interests of the Client or IMSI.
- You shall not receive payments of any nature directly or indirectly from the Client unless previously agreed to by IMSI.
- You shall neither directly nor indirectly accept offers for employment with the Client and/or its affiliates during the period of your work assignment without prior written permission from IMSI.
- You shall extend all cooperation to the Client's employees, consultants, representatives, etc., and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively and efficiently discharge your work.
- You shall during the course of your employment, you can be transferred to any location within the territory of India or outside India as and when required by IMSI or its client for executing the services provided herein. Report and be present at the designated location during working hours and abide by the rules and regulations as required by the Client and Company.
- You shall comply with the safety, health, and other rules and regulations of the client establishment and IMSI.

4. You agree to defend, indemnify and hold IMSI or its Client/s harmless from any and all claims, damages, liability, attorneys fees, and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.

5. You shall not engage in any act subversive of discipline in the course of your duty/is for the client within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company reserves the right to initiate disciplinary action as is deemed fit against you.

6. Any dispute between you and IMSI shall be referred to a sole arbitrator appointed by IMSI. The arbitration shall be conducted in the English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

7. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize IMSI to make all salary payments required to be made to you by IMSI, which may include reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

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IMSI Staffing Pvt. Ltd.
(A TeamLease Company)

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