

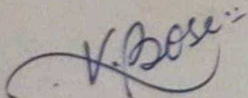
PRIL/HRD/2012

TO WHOMSOEVER IT MAY CONCERN

This is to certify that, Mr CHANDAN MOHANTY S/o Mr. HAREKRISHNA MOHANTY
residing at 13, H L Sarkar Road, Kolkata 700070 and a student of Bachelor in
Business Administration, 2ND SEMESTER, of Future Innoversity,
Kolkata has undergone an On Job Training under the Title of "**END OF SEASON**
SALE" from 4TH January'12 To 12TH FEBRUARY'12 in our organisation.

We wish Mr. MOHANTY success in all his future endeavours.

For **PANTALOON RETAIL (INDIA) LIMITED**



Kankan Bose

Deputy Manager – People Office



Ref. no. 00345

9th June, 2017

Emp. Code: S1114

Name: Mr. Chandan Mohanty

Address: Kanpur TS, S- 3 New Cottage housing complex,
Ghatotand, Ramgarh, Jharkhand- 825314

Dear Chandan,

With reference to your application and subsequent interview with us, we are pleased to appoint you in our Company on the following terms and conditions:-

1. Designation : **Store Manager**
2. Base / Location : **Varanasi**
3. CTC : Your CTC (Cost to Company) is Rs. **2,30,292/-**
(Two Lakh Thirty Thousand Two Hundred Ninety Two Only) per annum
4. Other Benefits : Provident Fund, ESI, Leaves and all other
benefits will be applicable to you as per Company Policy
.
Your payroll account will be administered by the Corporate HR at
Corporate Office.
5. Probation:

Your appointment has been made on probation for a period of **Six Months** from the date of your joining. The probation may be extended at the discretion of the Management till the time your services are found satisfactory in all respects. Unless confirmed in writing, you will be deemed as a probationer even after the expiry of the probation period or the extended period of probation.

6. Prohibition of Dual Employment:

You will devote your whole time in the work of the Company during office hours or extended hours as desired by your Superior, and will not engage or undertake any other work / assignment / business, honorary or remunerative without prior written permission of the Head of the Department or Directors during or after Office hours / Off days / Holidays.

You will not conceal information pertaining to your involvement s/or association with any trade, business outside your employment in the company.

AVA Merchandising Solutions Pvt. Ltd.

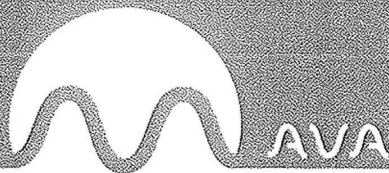
Corp. Off. : 801, Palm Court, Sector-16, Gurgaon, Haryana -122001

Delhi Off. : 1, Salwan School Mkt., Old Rajinder Nagar, New Delhi-110060

Reg. Off : E-116, Naraina Vihar, New Delhi-110028

Tel: +91 11 47169800 **E-mail:** info@avamerchandising.in

www.avamerchandising.in | www.dealsbyava.com



You will not accept Directorship and/ or any other responsible position in any Company without prior written approval of the Management.

Non – Compliance of the above conditions and / any misrepresentation in this regard will entitle the Management to terminate your services.

7. Resignation, Termination and Notice Period:

a) Before tendering resignation you are required to give fifteen days' notice during probation and one month's notice after confirmation or salary in lieu thereof. Accordingly The Management reserves the right to terminate your services with one month Notice or salary in lieu thereof anytime without giving any reason.

b) The Management reserves the right to terminate your services without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term 'misconduct', in case of reasonable suspicion of misconduct, negligence of duty, disloyalty, dishonesty, misrepresentation, indiscipline, disobedience, irregular attendance, absence from duty or inefficiency or unsatisfactory performance or any other indulgence of excess or any impropriety in complying with the terms of this letter or any act detrimental to the interests of the Company, the Management may terminate the services without compensation.

8. Retirement:

You will automatically retire from the service of the Company on attaining the age of 60 years.

9. Service Condition:

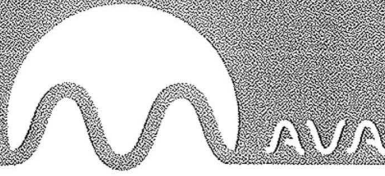
Your service conditions shall be governed by the Management from time to time in relation to conduct, discipline, efficiency, regularity, punctuality, leave and holidays or any other matter relating to service conditions which will be deemed as rule(s) regulation(s) or order(s) as a part of the term of employment.

10. Non-Compete:

a. The Employee acknowledges and agrees that, during the course of his/her employment with the Company and after termination of his/her said employment for whatever cause or reason, shall not engage himself/ herself, directly or indirectly, in any business or activity using Confidential Information; and use and/ or apply, directly or indirectly, either for own benefit or for benefit of others the Confidential Information, except as required in the course of employment with the Company.

b. The Employee acknowledges and agrees not to accept employment or work or be directly or indirectly, employed as an employee, contract employee, service provider or a consultant or by way of any other such arrangement with any entity, which is engaged in or proposes to engage in any activity similar to the business of the Company during the Employee's employment with the Company, and for a period of one (1) year after termination of his/ her employment with the Company for whatever cause or reason.

c. The Employee acknowledges and agrees not to recommend for employment, canvass or solicit, directly or indirectly, any customer, consultant, client, vendor, supplier or employee of the Company or its group companies during his/her employment with the Company and for a period of one (1) year after termination of his/ her employment with the Company for whatever cause or reason, provided that at no



time during or after termination of the employment, he/ she shall conduct any such activity using the Confidential Information of the Company.

11. Other Terms & Conditions of Services:

i. The management has a right to transfer you at any time at its sole discretion, for work to any Unit, Section, Department of the company located at any place and/or to depute you to work in any of its subsidiaries/associate companies whether existing now or to be incorporated in future and located at any other place.

ii. The Employees acknowledges and agrees that during his/her employment with the Company, he/she may log in to the Company's computer system which is the property of the Company and is for authorized use only and Employee has no explicit or implicit expectation of privacy. Any or all use of the Company's system and all files on the system may be intercepted, monitored, recorded, copied, audited, inspected, and disclosed to any authorized site, Company's IT department, and law enforcement personnel, as well as authorized officials of other agencies, both domestic and foreign. Employee hereby consents to above and acknowledges and agrees that any unauthorized or improper use or misuse of the system may result in administrative disciplinary action and civil and/or criminal penalties for which Employee shall be solely liable for any liability including claims and/or damages arising out of any such unauthorized or improper use or misuse of the system.

In all such aforementioned cases you shall not be entitled to any notice period or payment in lieu thereof.

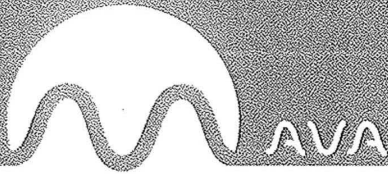
iii. You will devote whole time attention to the business of the Management obey and observe all the lawful orders and instructions issued to you from time to time by your seniors and use your best endeavor to promote the success of the company and shall not refuse any order of your seniors. You may be required to work in shifts as may be warranted by the exigencies of work, from time to time.

iv. Your continuance in service of the Management shall be subject to your remaining medically fit including physical and mental fitness. As and when required by the Management, you will submit yourself to medical examination by the physician of the Management / Company. If, in case, the medical certificate submitted by you is found doubtful for your remaining absent from your duty or overstay on medical grounds, the decision of the Medical Officer appointed by the Management / Company shall be final in all respects.

v. Your increment will be based on your performance of duty. The same shall be granted if your performance is found satisfactory during the period under review in terms of efficiency, regularity, punctuality, discipline and loyal discharge of your duties. However, grant of increments shall be the sole discretion of the Management.

vi. You will not divulge or give out to anyone in any manner, particulars or details of any of the trade secrets, manufacturing or research process, financial, administrative and/or organizational matter of any transaction or affairs of the Company of confidential nature.

vii. In case, there is any change in your residential address, you will intimate the same in writing to Corporate HR department within three days from the date of such change and get such a change of address recorded. In failure, thereof, all communication shall be sent to you by the management at your last given address and shall be deemed to have been effectively serviced / delivered to you at the correct address..



- viii. If at any time during the services within the company, it is found that the particulars / information given by you in the application and personal data form are incorrect; your services will be liable to be terminated without any notice.
- ix. In the event of the closure of the Company / unit of your posting due to any reason whatsoever, and resultant cessation of all activities in the Company / Outlet /Unit, the Company reserves the right to terminate your services with notice of one month which you will accept without demur and no dispute shall be raised by you on that account.
- x. In matters not herein specified, you will be governed by such rules of the Company as may be in force from time to time.
- xi. Attendance will be tracked through a Biometric system or through an attendance muster. It is mandatory for employees to mark attendance through the Biometric system. In case of malfunction of the system the Manager needs to inform HR immediately. In case of travel / late coming due to personal exigencies or official work employees are expected to send an email/text message to their Reporting Head, so that he / she will update in records and also inform HR.

In the event that an employee forgets to mark his / her attendance for the day the onus of intimating the HR department shall be with the concerned employee.

Late coming is viewed with disfavor. However, if an employee comes late by maximum of 5 - 10 minutes, it may be condoned, if there be some justifiable ground. If he/she is late for 15 mins or more, more than three times in a month, then half a day's salary will be deducted.

Similar rules shall apply for early going i.e. before completing nine hours of work.

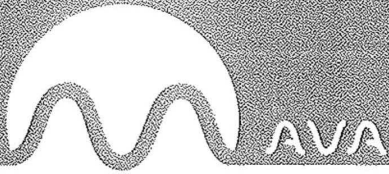
Your appointment will take effect from the date of your joining the duties i.e. 9th June, 2017

This letter is being sent to you in duplicate. Please return the duplicate copy to us appending your full signature on all pages, as a token of your acceptance of the above terms and conditions.

Thanking you,

Yours faithfully,
For AVA Merchandising Solutions Pvt. Ltd.

Human Resource Development



DECLARATION
(Fill in BLOCK letters)

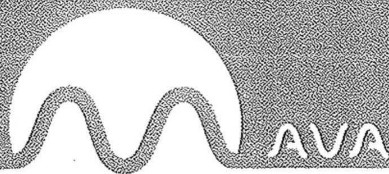
I, _____ S/o, D/o, W/o _____

R/o _____

Do hereby accept the above terms and conditions.

Place : _____

Date : _____



Annexure

CTC STRUCTURE

Name: Mr. Chandan Mohanty
Designation: Store Manager
Department: Sales & Operations
Date of Joining: 9th June, 2017

Components		Per Month (in INR)	Per Annum (in INR)
A	Fixed Components		
	Basic Salary	15050	180600
	House Rent Allowance	421	5052
	Conveyance/Travel Allowance	1600	19200
	Other Allowance	Nil	Nil
	Total (A)	17071	204852
B	Retirals		
	PF	Nil	Nil
	ESI	1191	14292
	Total (B)	1191	14292
C	Reimbursements		
	Medical	1250	15000
	Total (C)	1250	15000
	Net in hand	18000	216000
	CTC	19191	230292

Accepted

(Employee Signature)

(Employee Name)

DME

D. M. ENTERPRISE

Ph. 0341-2316227

Mob. 9564953102

TRANSPORTER OF ALL KIND OF GOODS:

2nd Floor, T. P. Market, G. T. Road, Asansol-713301, Dist. Burdwan (W.B.)

Ref. No.

Date

This is to certify that Mr.Chandan Mohanty is working as a front office executive in our organization since 1.2.2010 to 31.1.2011.

He has got extensive experience in every section of front office department, such as reservation, registration, travel desk & night auditing .

I hope he will get better prospect in the future.

D M ENTERPRISE
Kundan Prasad
Proprietor



Hotel Regal International

Date-25.6.2014

Email - hotelregal.Int@outlook.com

Place-Asansol,west bengal

Contact Number-8371894640

Sub: - Letter of Offer

Dear

Mr.Chandan Mohanty

This has reference to the interview you had with us. We are pleased to know that you will like to be a member of Team.We are pleased to offer you a position of senior front office executive.

Your gross annual salary on the basis of Cost to the Company will be Rs. 1.20 lakhs (One lakh Twenty Thousand only) per annum,plus performance based incentives. The details of the salary break up will be given to you at the time of joining.

We expect you to join us on or before 1.7.2014. Please note that this offer is valid subject to your signing and returning the duplicate copy (attached) of this letter within seven working days.

We welcome you and are delighted that you have chosen to be part of our organisation.We hope your association with us will be mutually beneficial, pleasant and fulfilling.

Yours truly,

Mrs. Freeda Khatoon

Hotel Regal International,asansol

Freeda Khatoon

HRI

Hotel Regal International

GT Road,T.P.Market,Pathak Bari,Asansol, West Bengal

Dated: 13.11.2015

To

Mr.. CHANDAN MOHANTY,
Place of Deputation : Ranchi

OFFER LETTER

Dear CHANDAN MOHANTY,

Pursuant to our discussion we had with you, we are pleased to inform you that, you have been selected as **CCA**. Your services could be deputed at the sole discretion of the Management to any of the site(s) or, client's premise(s), for a fixed period of employment ("Contract"). Notwithstanding this, in the event of the project/work/deputation for which you are being employed comes to an end before the aforementioned period, this Contract shall be co-terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.

1. We wish you to join our company on **15.11.2015**.
2. You shall report to work at **FASHION-LOUIS PHILIPPE-CO** in **Ranchi** of **Madura Fashion & Life Style** (a division of Aditya Birla Nuvo Limited).
3. Details of your salary break up with components; will be given to you along with the appointment letter, subject to submission the required set of documents & testimonials by you.

At the time of joining you will be required to furnish the following:

- a. Proof of age; b. Proof of employment;
- c. Proof of salary; d. Proof of Education;
- e. 6 passport size photographs; f. Photo ID Proof
- g. 2 references from your professional life.
- h. 2 Postcard Photographs (IF Gross < 15000) For ESI
- i. Address proof for bank account.
- J. PAN Number.

If you already have a Bank Account please reply with Bank Name, Account Number & Branch Details

4. This offer is valid only if you report to join by given date with all requisite documents as described above.
5. You will be deputed by the Company to work at the client's office/ premises at any of their locations.
6. Your Fixed Take Home (In Hand) would be **Rs. 8000** Per Month.
- 6 Your Fixed Cost to the Company (CTC) would be **Rs. 9995** Per Month and we have your acceptance / consent to credit the monthly salary to your bank account.

Here's wishing you the very best in your assignment with us.

With warm regards,

Yours truly,
For Adecco India Pvt Ltd

