

27th Feb 2024

Offer Letter

Mr. Jeevan D
S/o Devaraja B G,
Byadarahalli, Hirisave,
C R Patna, Hassan-24

Dear Mr. Jeevan D,

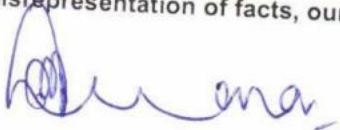
Hearty congratulations to you on being selected for the post of **Faculty - Physics**. We look forward to your joining us on **15th July 2024 at 9.45 am** at No.16/31, 3rd floor, Bull Temple Road, Basavanagudi, Bangalore 560004. On arrival, you may contact Mr. Ajithkumar from HR.

As a member of **BASE Family**, You are committed to deliver outstanding quality and results that exceed expectations. In addition, we expect your personal accountability in all the actions, advice and results that you provide as a representative of BASE. In return, we are committed to providing you with

We are confident you will find this new opportunity both challenging and rewarding.

You will be on probation for six months starting from the date of joining. However, this period can be cut short or extended based on your performance which will be reviewed periodically and confirmation will be based on performance and at discretion of the management.

Verification process is a mandatory requirement in BASE. Hence we request you to kindly bring all your original certificates including 10th Standard marks card, 12th Standard mark card, Degree/PG/Diploma course and the same shall be returned to you at the time of your exit from the Organization. If background verification / Reference Check is found to be unsatisfactory and any misrepresentation of facts, our offer will be automatically withdrawn.



The break-up of your compensation package is given below.

Name: Mr. Jeevan D
Designation: Faculty - Physics
Department: PU Plus

Components	Monthly
Basic	18260
HRA	7304
Special Allowance	6436
Gross Salary	32,000
PF - Employer's Contribution	1,800
ESI - Employer's Contribution	0
Monthly CTC	33,800
Annual CTC	4,05,600

NOTE:

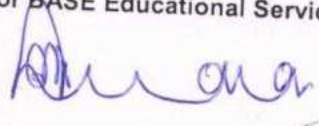
1. Your role at BASE includes but not limited to minimum 18 sessions per week at assigned teaching students you are also expected to do Student Mentoring, Doubt clarification, content preparation work, Examination invigilation duties, Evaluation duties etc. as assigned by your Reporting Manager.
2. Statutory deductions as applicable (e.g., TDS, PF, ESI, etc) and as mandated by the prevalent law will be made.

Kindly confirm your acceptance of the above offer within Five days from the date of issue of this letter through written acknowledgement, failing which the offer stands withdrawn.

We look forward to you being part of the BASE family.

Yours sincerely,

For BASE Educational Services Private Limited



Sreedhar K

Head - HR & Finance Corporate Compliance

27th Feb 2024

Offer Letter

Ms. Neelamma B Kenchanagoudar
No 210, Ward No 3, Grama Devate Oni
Kusugalla , Hubballi- 07

Dear Ms. Neelamma B Kenchanagoudar,

Hearty congratulations to you on being selected for the post of **Faculty - Biology**. We look forward to your joining us on **15th July 2024 at 9.45 am** at No.16/31, 3rd floor, Bull Temple Road, Basavanagudi, Bangalore 560004. On arrival, you may contact Mr. Ajithkumar from HR.

As a member of **BASE Family**, You are committed to deliver outstanding quality and results that exceed expectations. In addition, we expect your personal accountability in all the actions, advice and results that you provide as a representative of BASE. In return, we are committed to providing you with

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The break-up of your compensation package is given below.

Name: Ms. Neelamma B Kenchanagoudar

Designation: Faculty - Biology

Department: PU Plus

Components	Monthly
Basic	18260
HRA	7304
Special Allowance	6436
Gross Salary	32,000
PF - Employer's Contribution	1,800
ESI - Employer's Contribution	0
Monthly CTC	33,800
Annual CTC	4,05,600

NOTE:

1. Your role at BASE includes but not limited to minimum 18 sessions per week at assigned teaching students you are also expected to do Student Mentoring, Doubt clarification, content preparation work, Examination invigilation duties, Evaluation duties etc. as assigned by your Reporting Manager.

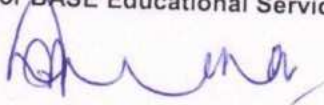
2. Statutory deductions as applicable (e.g., TDS, PF, ESI, etc) and as mandated by the prevalent law will be made.

Kindly confirm your acceptance of the above offer within Five days from the date of issue of this letter through written acknowledgement, failing which the offer stands withdrawn.

We look forward to you being part of the BASE family.

Yours sincerely,

For BASE Educational Services Private Limited



Sreedhar K

Head - HR & Finance Corporate Compliance

27th Feb 2024

Offer Letter

Ms. Nischitha P
No 1269, 6th Cross,
Janathanagar,
T K Layout, Mysore

Dear Ms. Nischitha P,

Hearty congratulations to you on being selected for the post of **Faculty - Chemistry**. We look forward to your joining us on **15th July 2024 at 9.45 am** at No.16/31, 3rd floor, Bull Temple Road, Basavanagudi, Bangalore 560004. On arrival, you may contact Mr. Ajithkumar from HR.

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Verification process is a mandatory requirement in BASE. Hence we request you to kindly bring all your original certificates including 10th Standard marks card, 12th Standard mark card , Degree/PG/Diploma course and the same shall be returned to you at the time of your exit from the Organization. If background verification / Reference Check is found to be unsatisfactory and any misrepresentation of facts, our offer will be automatically withdrawn.



The break-up of your compensation package is given below.

Name: Ms. Nischitha P

Designation: Faculty - Chemistry

Department: PU Plus

Components	Monthly
Basic	18260
HRA	7304
Special Allowance	6436
Gross Salary	32,000
PF - Employer's Contribution	1,800
ESI - Employer's Contribution	0
Monthly CTC	33,800
Annual CTC	4,05,600

NOTE:

1. Your role at BASE includes but not limited to minimum 18 sessions per week at assigned teaching students you are also expected to do Student Mentoring, Doubt clarification, content preparation work, Examination invigilation duties, Evaluation duties etc. as assigned by your Reporting Manager.

2. Statutory deductions as applicable (e.g., TDS, PF, ESI, etc) and as mandated by the prevalent law will be made.

Kindly confirm your acceptance of the above offer within Five days from the date of issue of this letter through written acknowledgement, failing which the offer stands withdrawn.

We look forward to you being part of the BASE family.

Yours sincerely,

For BASE Educational Services Private Limited



Sreedhar K

Head - HR & Finance Corporate Compliance

27th Feb 2024

Offer Letter

Ms. Nishani S Shetty
BM Road, Kampalapura V & P,
Periyapatna, Mysore -07

Dear Ms. Nishani S Shetty,

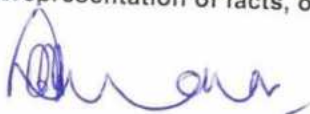
Hearty congratulations to you on being selected for the post of **Faculty - Mathematics**. We look forward to your joining us on **15th July 2024 at 9.45 am** at No.16/31, 3rd floor, Bull Temple Road, Basavanagudi, Bangalore 560004. On arrival, you may contact Mr. Ajithkumar from HR.

As a member of **BASE Family**, You are committed to deliver outstanding quality and results that exceed expectations. In addition, we expect your personal accountability in all the actions, advice and results that you provide as a representative of BASE. In return, we are committed to providing you with

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The break-up of your compensation package is given below.

Name: Ms. Nishani S Shetty

Designation: Faculty - Mathematics

Department: PU Plus

Components	Monthly
Basic	18260
HRA	7304
Special Allowance	6436
Gross Salary	32,000
PF - Employer's Contribution	1,800
ESI - Employer's Contribution	0
Monthly CTC	33,800
Annual CTC	4,05,600

NOTE:

1. Your role at BASE includes but not limited to minimum 18 sessions per week at assigned teaching students you are also expected to do Student Mentoring, Doubt clarification, content preparation work, Examination invigilation duties, Evaluation duties etc. as assigned by your Reporting Manager.

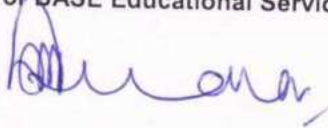
2. Statutory deductions as applicable (e.g., TDS, PF, ESI, etc) and as mandated by the prevalent law will be made.

Kindly confirm your acceptance of the above offer within Five days from the date of issue of this letter through written acknowledgement, failing which the offer stands withdrawn.

We look forward to you being part of the BASE family.

Yours sincerely,

For BASE Educational Services Private Limited



Sreedhar K

Head - HR & Finance Corporate Compliance

27th Feb 2024

Offer Letter

Ms. P Mounika
No 4-45 BRB Road,
Shashimahal Chowk,
Raichur

Dear Ms. P Mounika,

Hearty congratulations to you on being selected for the post of **Faculty - Biology**. We look forward to your joining us on **15th July 2024 at 9.45 am** at No.16/31, 3rd floor, Bull Temple Road, Basavanagudi, Bangalore 560004. On arrival, you may contact Mr. Ajithkumar from HR.

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The break-up of your compensation package is given below.

Name: Ms. P Mounika

Designation: Faculty - Biology

Department: PU Plus

Components	Monthly
Basic	18260
HRA	7304
Special Allowance	6436
Gross Salary	32,000
PF - Employer's Contribution	1,800
ESI - Employer's Contribution	0
Monthly CTC	33,800
Annual CTC	4,05,600

NOTE:

1. Your role at BASE includes but not limited to minimum 18 sessions per week at assigned teaching students you are also expected to do Student Mentoring, Doubt clarification, content preparation work, Examination invigilation duties, Evaluation duties etc. as assigned by your Reporting Manager.

2. Statutory deductions as applicable (e.g., TDS, PF, ESI, etc) and as mandated by the prevalent law will be made.

Kindly confirm your acceptance of the above offer within Five days from the date of issue of this letter through written acknowledgement, failing which the offer stands withdrawn.

We look forward to you being part of the BASE family.

Yours sincerely,

For BASE Educational Services Private Limited



Sreedhar K

Head - HR & Finance Corporate Compliance

27th Feb 2024

Offer Letter

Ms. Shaswatha M S
No 250, 2nd Stage, 14th Cross,
Nyaya Marga, Siddartha Nagar
Mysore-11

Dear Ms. Shaswatha M S,

Hearty congratulations to you on being selected for the post of **Faculty - Physics**. We look forward to your joining us on **15th July 2024 at 9.45 am** at No.16/31, 3rd floor, Bull Temple Road, Basavanagudi, Bangalore 560004. On arrival, you may contact Mr. Ajithkumar from HR.

As a member of **BASE Family**, You are committed to deliver outstanding quality and results that exceed expectations. In addition, we expect your personal accountability in all the actions, advice and results that you provide as a representative of BASE. In return, we are committed to providing you with

We are confident you will find this new opportunity both challenging and rewarding.

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The break-up of your compensation package is given below.

Name: Ms. Shaswatha M S

Designation: Faculty - Physics

Department: PU Plus

Components	Monthly
Basic	18260
HRA	7304
Special Allowance	6436
Gross Salary	32,000
PF - Employer's Contribution	1,800
ESI - Employer's Contribution	0
Monthly CTC	33,800
Annual CTC	4,05,600

NOTE:

1. Your role at BASE includes but not limited to minimum 18 sessions per week at assigned teaching students you are also expected to do Student Mentoring, Doubt clarification, content preparation work, Examination invigilation duties, Evaluation duties etc. as assigned by your Reporting Manager.

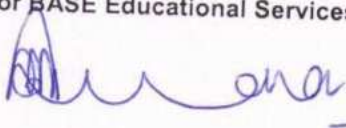
2. Statutory deductions as applicable (e.g., TDS, PF, ESI, etc) and as mandated by the prevalent law will be made.

Kindly confirm your acceptance of the above offer within Five days from the date of issue of this letter through written acknowledgement, failing which the offer stands withdrawn.

We look forward to you being part of the BASE family.

Yours sincerely,

For BASE Educational Services Private Limited



Sreedhar K

Head - HR & Finance Corporate Compliance

02-July-2024

Ref: BS/HR/Letter No.F20241135/Emp id: GM/1063

Mr. Basavaraju B
Employee ID: GM/1063
Address: D. Salundi, Mysuru

SUB: APPOINTMENT LETTER

Dear Basavaraju B,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a “**Shift Executive**”. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

TERMS OF EMPLOYMENT

1. You will initially be on probation for a period of six months from the actual date of your joining and will continue to be so unless and until you are confirmed in writing by the regular services of the company.
2. During the probationary period your performance and other antecedents will be thoroughly assessed / evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period will you be confirmed in the regular services of the company on terms and conditions as decided by the company.
3. That the services may be terminated on either side by giving **fifteen days (15 days)**’ notice or salary in lieu thereof during the probationary period including any extension made by the Company to the probation period and **a month’s (30 days)** notice or salary in lieu thereof during confirmation of services.
4. You shall retire / superannuate on attaining an age of 60 years.

BluSmart Fleet Pvt. Ltd.

Head Office: 15th Floor, Block-A, Westgate Business Bay, Makarba, Ahmedabad, Gujarat - 380051

Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

REMUNERATION & PERFORMANCE LINKED BONUS

5. Your CTC will be Rs. 355,320/- per annum. Kindly refer to the annexure for details.
6. The Employer shall make the necessary deductions as per the Indian Tax Laws in respect of the payments and benefits given in connection with Employment that requires such deductions to be made by the Employer and the Employer shall provide the Form 16 to the employee evidencing the deductions made.
7. Your performance would be assessed during the next appraisal process of the Company that is held every six months generally in the months of April and October.
8. Company will pay a retention bonus to the employees based on merit during the appraisals and management decision.

ASSIGNMENT

9. Your seniority date shall be the date of your joining the Blu-Smart group of Companies.
10. That your service may be transferred to any of the group companies and or subsidiaries within or outside India. Further you may be transferred from one department to another or one location to another at the sole discretion of the Management.
11. Your services would involve traveling and the company would pay you according to the Company's TA/DA Policy.
12. You will be entitled to leave and holidays as per the leave policy of the company.
13. Your salary would be calculated on the last day of the month and paid on the 7th day of the following month.
14. Your hours of work shall be as follows: Monday to Saturday: 8.00 Hours.
Your hours of work shall be as per the roles and responsibilities assigned to you which shall not exceed 48 hours in a week.
15. You have to be in proper formal attire as per the company policy.

BluSmart Fleet Pvt. Ltd.

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Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

CODE OF CONDUCT & CONFIDENTIALITY

16. Misconduct, negligence, breach of trust, embezzlement, adjudication as an insolvent, indulging in speculation, conviction of a criminal offence, committing any act that may injure the name, credit or reputation of the company, or the breach of any rules and regulation which may at its own discretion consider to be sufficient gravity, will render you liable for instant dismissal without notice.
17. Your employment with the company will be governed by the office rules/ service rules and such other rules, regulations, practices, systems, procedures and policies of the company as may be in force from time to time. The company is entitled, at its option to amend its office/ service rules and policies.
18. Absence for a continuous period of 7 days without prior approval of your superiors, (including overstay on leave/training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimidation.
19. You shall devote your whole time attention to the duties allotted to you and you shall not engage in any business vocation or other employment and any action or conduct on your part in violation of this clause will be breach of contract of services.
20. All records, files, manuals, list of customer, forms, materials, supplies, money, tools, implements, asset papers and other materials/ documents furnished to you by the company, used on company's behalf, or generated, or obtained during the course of your employment shall be the sole property of the company. Upon termination of your employment, you will immediately deliver to the company or its authorized representatives, all of such property.
21. You shall not enter into any commitment or dealings on behalf of the Company for which you have no express authority nor shall you alter or be a party to any alteration to any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
22. If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

BluSmart Fleet Pvt. Ltd.

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23. You shall obey and carry out the directions given by the company and you will use your most sincere endeavor to discharge the same in the best interests of the company. Any disobedience of orders shall make you liable for dismissal from the services of the company without any notice period.
24. You shall not either during the continuance of your appointment hereunder or at any time after your termination make use of or divulge or communicate to any person, firm, company or organization any of trade secrets or other confidential information of the company or any group company or of any of the customers, suppliers, agents or distributors of the company and the group companies which may hereafter have been entrusted to you or have come to your knowledge at any time while in the service of the company.
25. You shall not receive any presents, commissions or any sort of gratification in cash or in kind from any person, party, and company having any dealing with the company. Any breach of this term will be treated as misconduct and you will be liable for immediate dismissal from the services of the company.
26. Your appointment is subject to your remaining mentally and physically fit and alert to perform the jobs that may be assigned to you from time to time. The management reserves the right to get you medically examined as and when required.
27. Bring Your Own Device (BYOD) policy: With a view to enhance employee satisfaction through “work-your-way” mobility experience, the company expects you to carry your own laptop (if available) and mobile that is commensurate with your job responsibilities.
28. Basic softwares and programs that are required to successfully complete your assignments should be pre-installed in your device, if any employee brings his own device otherwise the company shall provide a laptop.
29. It is mandatory for all to punch their attendance and apply for leaves through Attendance Management System. It will be the responsibility of an employee to keep his/her attendance updated in the system and if not done correctly, then the company would not be liable for errors in salary calculation and statutory compliances. In case of unauthorized leaves, a penalty as per policy shall be applicable.

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Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

30. The employee shall not solicit a job offer from the company's client nor business which is the same as, or substantially similar to, or in competition with, the company's business during their employment or within a period of one year from the date of end of employment with us.
31. You shall not disclose or discuss your terms of employment and emoluments with anybody within and outside the organization, excepting for the director's and for any person nominated by them.
32. The contract shall be governed by and construed in accordance by the Indian Laws.

Please sign the duplicate copy of this appointment letter **(all pages)** in token of your acceptance of the terms and conditions of your appointment.

Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

Head Office: 15th Floor, Block-A, Westgate Business Bay, Makarba, Ahmedabad, Gujarat - 380051

Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

Annexure to Appointment Letter

Details of Salary, Perks and Appointment

Compensation w.e.f		27-July-2024	
S.No.	Particulars	Per Month (INR)	Per Annum (INR)
A.	Monthly Components		
	Basic Pay	16842	202104
	House Rent Allowance	8421	101052
	Other Allowances	1737	20844
B.	Reimbursements		
	Mobile & Data Allowance	0	0
	Uniform Allowance	0	0
	LTA	0	0
	Periodicals	0	0
	Car Maintenance and Driver Salary	0	0
C.	Retirement Benefits		
	Employer's PF Contribution	1800	21600
	Gratuity (@ 4.81%)	810	9720
D.	Fixed Cost to the Company	27000	324000
E.	Total Compensation	29610	355320

- Tax Deducted at Source (TDS) is applicable.
- *Gratuity will be payable according to the Gratuity Act.
- Provident Fund (if opted) would be a part of CTC. Both the contributions, i.e. employer's and employee's contribution are a part of the CTC being provided to an employee.

BluSmart Fleet Pvt. Ltd.

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(To be filled By Employee)

I have read and understood the terms and conditions governing my services/employment with the company and the same are acceptable to me in totality.

Name :

Place:

Date:

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

1.

2.



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

Head Office: 15th Floor, Block-A, Westgate Business Bay, Makarba, Ahmedabad, Gujarat - 380051

Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

02-July-2024

Ref: BS/HR/Letter No.F20241133/Emp id: GM/1061

Ms. Anjali G

Employee ID: GM/1061

Address: chamarajanagara (t) & (d)

SUB: APPOINTMENT LETTER

Dear Anjali G,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a “**Shift Executive**”. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

TERMS OF EMPLOYMENT

1. You will initially be on probation for a period of six months from the actual date of your joining and will continue to be so unless and until you are confirmed in writing by the regular services of the company.
2. During the probationary period your performance and other antecedents will be thoroughly assessed / evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period will you be confirmed in the regular services of the company on terms and conditions as decided by the company.
3. That the services may be terminated on either side by giving **fifteen days (15 days)**’ notice or salary in lieu thereof during the probationary period including any extension made by the Company to the probation period and **a month’s (30 days)** notice or salary in lieu thereof during confirmation of services.
4. You shall retire / superannuate on attaining an age of 60 years.

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14. Your hours of work shall be as follows: Monday to Saturday: 8.00 Hours.
Your hours of work shall be as per the roles and responsibilities assigned to you which shall not exceed 48 hours in a week.
15. You have to be in proper formal attire as per the company policy.

BluSmart Fleet Pvt. Ltd.

Head Office: 15th Floor, Block-A, Westgate Business Bay, Makarba, Ahmedabad, Gujarat - 380051

Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

CODE OF CONDUCT & CONFIDENTIALITY

16. Misconduct, negligence, breach of trust, embezzlement, adjudication as an insolvent, indulging in speculation, conviction of a criminal offence, committing any act that may injure the name, credit or reputation of the company, or the breach of any rules and regulation which may at its own discretion consider to be sufficient gravity, will render you liable for instant dismissal without notice.
17. Your employment with the company will be governed by the office rules/ service rules and such other rules, regulations, practices, systems, procedures and policies of the company as may be in force from time to time. The company is entitled, at its option to amend its office/ service rules and policies.
18. Absence for a continuous period of 7 days without prior approval of your superiors, (including overstay on leave/training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimidation.
19. You shall devote your whole time attention to the duties allotted to you and you shall not engage in any business vocation or other employment and any action or conduct on your part in violation of this clause will be breach of contract of services.
20. All records, files, manuals, list of customer, forms, materials, supplies, money, tools, implements, asset papers and other materials/ documents furnished to you by the company, used on company's behalf, or generated, or obtained during the course of your employment shall be the sole property of the company. Upon termination of your employment, you will immediately deliver to the company or its authorized representatives, all of such property.
21. You shall not enter into any commitment or dealings on behalf of the Company for which you have no express authority nor shall you alter or be a party to any alteration to any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
22. If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

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24. You shall not either during the continuance of your appointment hereunder or at any time after your termination make use of or divulge or communicate to any person, firm, company or organization any of trade secrets or other confidential information of the company or any group company or of any of the customers, suppliers, agents or distributors of the company and the group companies which may hereafter have been entrusted to you or have come to your knowledge at any time while in the service of the company.
25. You shall not receive any presents, commissions or any sort of gratification in cash or in kind from any person, party, and company having any dealing with the company. Any breach of this term will be treated as misconduct and you will be liable for immediate dismissal from the services of the company.
26. Your appointment is subject to your remaining mentally and physically fit and alert to perform the jobs that may be assigned to you from time to time. The management reserves the right to get you medically examined as and when required.
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31. You shall not disclose or discuss your terms of employment and emoluments with anybody within and outside the organization, excepting for the director's and for any person nominated by them.
32. The contract shall be governed by and construed in accordance by the Indian Laws.

Please sign the duplicate copy of this appointment letter **(all pages)** in token of your acceptance of the terms and conditions of your appointment.

Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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Annexure to Appointment Letter

Details of Salary, Perks and Appointment

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S.No.	Particulars	Per Month (INR)	Per Annum (INR)
A.	Monthly Components		
	Basic Pay	16842	202104
	House Rent Allowance	8421	101052
	Other Allowances	1737	20844
B.	Reimbursements		
	Mobile & Data Allowance	0	0
	Uniform Allowance	0	0
	LTA	0	0
	Periodicals	0	0
	Car Maintenance and Driver Salary	0	0
C.	Retirement Benefits		
	Employer's PF Contribution	1800	21600
	Gratuity (@ 4.81%)	810	9720
D.	Fixed Cost to the Company	27000	324000
E.	Total Compensation	29610	355320

- Tax Deducted at Source (TDS) is applicable.
- *Gratuity will be payable according to the Gratuity Act.
- Provident Fund (if opted) would be a part of CTC. Both the contributions, i.e. employer's and employee's contribution are a part of the CTC being provided to an employee.

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(To be filled By Employee)

I have read and understood the terms and conditions governing my services/employment with the company and the same are acceptable to me in totality.

Name :

Place:

Date:

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

1.

2.



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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02-July-2024

Ref: BS/HR/Letter No.F20241132/Emp id: GM/1060

Ms. Anushree N
Employee ID: GM/1060
Address: Somavarapete chamarajanagara (t) & (d)

SUB: APPOINTMENT LETTER

Dear Anushree N,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a “**Shift Executive**”. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

TERMS OF EMPLOYMENT

1. You will initially be on probation for a period of six months from the actual date of your joining and will continue to be so unless and until you are confirmed in writing by the regular services of the company.
2. During the probationary period your performance and other antecedents will be thoroughly assessed / evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period will you be confirmed in the regular services of the company on terms and conditions as decided by the company.
3. That the services may be terminated on either side by giving **fifteen days (15 days)**’ notice or salary in lieu thereof during the probationary period including any extension made by the Company to the probation period and **a month’s (30 days)** notice or salary in lieu thereof during confirmation of services.
4. You shall retire / superannuate on attaining an age of 60 years.

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REMUNERATION & PERFORMANCE LINKED BONUS

5. Your CTC will be Rs. 355,320/- per annum. Kindly refer to the annexure for details.
6. The Employer shall make the necessary deductions as per the Indian Tax Laws in respect of the payments and benefits given in connection with Employment that requires such deductions to be made by the Employer and the Employer shall provide the Form 16 to the employee evidencing the deductions made.
7. Your performance would be assessed during the next appraisal process of the Company that is held every six months generally in the months of April and October.
8. Company will pay a retention bonus to the employees based on merit during the appraisals and management decision.

ASSIGNMENT

9. Your seniority date shall be the date of your joining the Blu-Smart group of Companies.
10. That your service may be transferred to any of the group companies and or subsidiaries within or outside India. Further you may be transferred from one department to another or one location to another at the sole discretion of the Management.
11. Your services would involve traveling and the company would pay you according to the Company's TA/DA Policy.
12. You will be entitled to leave and holidays as per the leave policy of the company.
13. Your salary would be calculated on the last day of the month and paid on the 7th day of the following month.
14. Your hours of work shall be as follows: Monday to Saturday: 8.00 Hours.
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15. You have to be in proper formal attire as per the company policy.

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21. You shall not enter into any commitment or dealings on behalf of the Company for which you have no express authority nor shall you alter or be a party to any alteration to any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
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32. The contract shall be governed by and construed in accordance by the Indian Laws.

Please sign the duplicate copy of this appointment letter (**all pages**) in token of your acceptance of the terms and conditions of your appointment.

Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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(To be filled By Employee)

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Name :

Place:

Date:

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

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Kamaljeet Kaur
Chief Human Resource Officer

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02-July-2024

Ref: BS/HR/Letter No.F2024112/Emp id: GM/1039

Ms. Bhoomika. S
Employee ID: GM/1039
Address: Mudalapura Chamarannagar

SUB: APPOINTMENT LETTER

Dear Bhoomika. S,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a **“Shift Executive”**. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

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Thanking you,




Kamaljeet Kaur
Chief Human Resource Officer

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IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

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02-July-2024

Ref: BS/HR/Letter No.F2024108/Emp id: GM/1035

Ms. Bi Bi Ayesha M
Employee ID: GM/1035
Address: Ahmed nagar mohalla chamarajanagar

SUB: APPOINTMENT LETTER

Dear Bi Bi Ayesha M,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a “**Shift Executive**”. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

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6. The Employer shall make the necessary deductions as per the Indian Tax Laws in respect of the payments and benefits given in connection with Employment that requires such deductions to be made by the Employer and the Employer shall provide the Form 16 to the employee evidencing the deductions made.
7. Your performance would be assessed during the next appraisal process of the Company that is held every six months generally in the months of April and October.
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ASSIGNMENT

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Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

CODE OF CONDUCT & CONFIDENTIALITY

16. Misconduct, negligence, breach of trust, embezzlement, adjudication as an insolvent, indulging in speculation, conviction of a criminal offence, committing any act that may injure the name, credit or reputation of the company, or the breach of any rules and regulation which may at its own discretion consider to be sufficient gravity, will render you liable for instant dismissal without notice.
17. Your employment with the company will be governed by the office rules/ service rules and such other rules, regulations, practices, systems, procedures and policies of the company as may be in force from time to time. The company is entitled, at its option to amend its office/ service rules and policies.
18. Absence for a continuous period of 7 days without prior approval of your superiors, (including overstay on leave/training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimidation.
19. You shall devote your whole time attention to the duties allotted to you and you shall not engage in any business vocation or other employment and any action or conduct on your part in violation of this clause will be breach of contract of services.
20. All records, files, manuals, list of customer, forms, materials, supplies, money, tools, implements, asset papers and other materials/ documents furnished to you by the company, used on company's behalf, or generated, or obtained during the course of your employment shall be the sole property of the company. Upon termination of your employment, you will immediately deliver to the company or its authorized representatives, all of such property.
21. You shall not enter into any commitment or dealings on behalf of the Company for which you have no express authority nor shall you alter or be a party to any alteration to any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
22. If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

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Please sign the duplicate copy of this appointment letter (**all pages**) in token of your acceptance of the terms and conditions of your appointment.

Thanking you,




Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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Details of Salary, Perks and Appointment

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	Other Allowances	1737	20844
B.	Reimbursements		
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	Uniform Allowance	0	0
	LTA	0	0
	Periodicals	0	0
	Car Maintenance and Driver Salary	0	0
C.	Retirement Benefits		
	Employer's PF Contribution	1800	21600
	Gratuity (@ 4.81%)	810	9720
D.	Fixed Cost to the Company	27000	324000
E.	Total Compensation	29610	355320

- Tax Deducted at Source (TDS) is applicable.
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(To be filled By Employee)

I have read and understood the terms and conditions governing my services/employment with the company and the same are acceptable to me in totality.

Name :

Place:

Date:

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

1.

2.



Kamaljeet Kaur
Chief Human Resource Officer

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02-July-2024

Ref: BS/HR/Letter No.F20241129/Emp id: GM/1057

Ms. Chithra B
Employee ID: GM/1057
Address: Yeragamballi

SUB: APPOINTMENT LETTER

Dear Chithra B,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a “**Shift Executive**”. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

TERMS OF EMPLOYMENT

1. You will initially be on probation for a period of six months from the actual date of your joining and will continue to be so unless and until you are confirmed in writing by the regular services of the company.
2. During the probationary period your performance and other antecedents will be thoroughly assessed / evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period will you be confirmed in the regular services of the company on terms and conditions as decided by the company.
3. That the services may be terminated on either side by giving **fifteen days (15 days)**’ notice or salary in lieu thereof during the probationary period including any extension made by the Company to the probation period and **a month’s (30 days)** notice or salary in lieu thereof during confirmation of services.
4. You shall retire / superannuate on attaining an age of 60 years.

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Please sign the duplicate copy of this appointment letter **(all pages)** in token of your acceptance of the terms and conditions of your appointment.

Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

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Name :

Place:

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IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

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Kamaljeet Kaur
Chief Human Resource Officer

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02-July-2024

Ref: BS/HR/Letter No.F2024109/Emp id: GM/1036

Ms. Bi Bi Ayesha M
Employee ID: GM/1036
Address: Ahmed nagar mohalla chamarajanagar

SUB: APPOINTMENT LETTER

Dear Bi Bi Ayesha M,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a **“Shift Executive”**. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

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Kamaljeet Kaur
Chief Human Resource Officer

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Chief Human Resource Officer

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02-July-2024

Ref: BS/HR/Letter No.F20241125/Emp id: GM/1053

Ms. Harshitha N
Employee ID: GM/1053
Address: Kagalavadi Chamarajanagara taluk and district

SUB: APPOINTMENT LETTER

Dear Harshitha N,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a **“Shift Executive”**. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

TERMS OF EMPLOYMENT

1. You will initially be on probation for a period of six months from the actual date of your joining and will continue to be so unless and until you are confirmed in writing by the regular services of the company.
2. During the probationary period your performance and other antecedents will be thoroughly assessed / evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period will you be confirmed in the regular services of the company on terms and conditions as decided by the company.
3. That the services may be terminated on either side by giving **fifteen days (15 days)**’ notice or salary in lieu thereof during the probationary period including any extension made by the Company to the probation period and **a month’s (30 days)** notice or salary in lieu thereof during confirmation of services.
4. You shall retire / superannuate on attaining an age of 60 years.

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Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

REMUNERATION & PERFORMANCE LINKED BONUS

5. Your CTC will be Rs. 355,320/- per annum. Kindly refer to the annexure for details.
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17. Your employment with the company will be governed by the office rules/ service rules and such other rules, regulations, practices, systems, procedures and policies of the company as may be in force from time to time. The company is entitled, at its option to amend its office/ service rules and policies.
18. Absence for a continuous period of 7 days without prior approval of your superiors, (including overstay on leave/training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimidation.
19. You shall devote your whole time attention to the duties allotted to you and you shall not engage in any business vocation or other employment and any action or conduct on your part in violation of this clause will be breach of contract of services.
20. All records, files, manuals, list of customer, forms, materials, supplies, money, tools, implements, asset papers and other materials/ documents furnished to you by the company, used on company's behalf, or generated, or obtained during the course of your employment shall be the sole property of the company. Upon termination of your employment, you will immediately deliver to the company or its authorized representatives, all of such property.
21. You shall not enter into any commitment or dealings on behalf of the Company for which you have no express authority nor shall you alter or be a party to any alteration to any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
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25. You shall not receive any presents, commissions or any sort of gratification in cash or in kind from any person, party, and company having any dealing with the company. Any breach of this term will be treated as misconduct and you will be liable for immediate dismissal from the services of the company.
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Please sign the duplicate copy of this appointment letter **(all pages)** in token of your acceptance of the terms and conditions of your appointment.

Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

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Annexure to Appointment Letter

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- Tax Deducted at Source (TDS) is applicable.
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(To be filled By Employee)

I have read and understood the terms and conditions governing my services/employment with the company and the same are acceptable to me in totality.

Name :

Place:

Date:

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

1.

2.



Kamaljeet Kaur
Chief Human Resource Officer

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02-July-2024

Ref: BS/HR/Letter No.F2024113/Emp id: GM/1040

Ms. Harshitha. R
Employee ID: GM/1040
Address: Hura v/p. Hullahalli (H). Nanjangud (T). Mysore (D)

SUB: APPOINTMENT LETTER

Dear Harshitha. R,

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Please sign the duplicate copy of this appointment letter **(all pages)** in token of your acceptance of the terms and conditions of your appointment.

Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

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Chief Human Resource Officer

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02-July-2024

Ref: BS/HR/Letter No.F2024107/Emp id: GM/1034

Ms. Honey M.Kudar

Employee ID: GM/1034

Address: #13/262 ambedkhar street ,4th cross near maneteswamy temple

SUB: APPOINTMENT LETTER

Dear Honey M.Kudar,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a “**Shift Executive**”. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

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Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

(To be filled By Employee)

I have read and understood the terms and conditions governing my services/employment with the company and the same are acceptable to me in totality.

Name :

Place:

Date:

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

1.

2.



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

02-July-2024

Ref: BS/HR/Letter No.F2024106/Emp id: GM/1033

Ms. Jamuna

Employee ID: GM/1033

Address: KEB colony chamarajanagara

SUB: APPOINTMENT LETTER

Dear Jamuna,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a “**Shift Executive**”. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

TERMS OF EMPLOYMENT

1. You will initially be on probation for a period of six months from the actual date of your joining and will continue to be so unless and until you are confirmed in writing by the regular services of the company.
2. During the probationary period your performance and other antecedents will be thoroughly assessed / evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period will you be confirmed in the regular services of the company on terms and conditions as decided by the company.
3. That the services may be terminated on either side by giving **fifteen days (15 days)**’ notice or salary in lieu thereof during the probationary period including any extension made by the Company to the probation period and **a month’s (30 days)** notice or salary in lieu thereof during confirmation of services.
4. You shall retire / superannuate on attaining an age of 60 years.

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REMUNERATION & PERFORMANCE LINKED BONUS

5. Your CTC will be Rs. 355,320/- per annum. Kindly refer to the annexure for details.
6. The Employer shall make the necessary deductions as per the Indian Tax Laws in respect of the payments and benefits given in connection with Employment that requires such deductions to be made by the Employer and the Employer shall provide the Form 16 to the employee evidencing the deductions made.
7. Your performance would be assessed during the next appraisal process of the Company that is held every six months generally in the months of April and October.
8. Company will pay a retention bonus to the employees based on merit during the appraisals and management decision.

ASSIGNMENT

9. Your seniority date shall be the date of your joining the Blu-Smart group of Companies.
10. That your service may be transferred to any of the group companies and or subsidiaries within or outside India. Further you may be transferred from one department to another or one location to another at the sole discretion of the Management.
11. Your services would involve traveling and the company would pay you according to the Company's TA/DA Policy.
12. You will be entitled to leave and holidays as per the leave policy of the company.
13. Your salary would be calculated on the last day of the month and paid on the 7th day of the following month.
14. Your hours of work shall be as follows: Monday to Saturday: 8.00 Hours.
Your hours of work shall be as per the roles and responsibilities assigned to you which shall not exceed 48 hours in a week.
15. You have to be in proper formal attire as per the company policy.

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16. Misconduct, negligence, breach of trust, embezzlement, adjudication as an insolvent, indulging in speculation, conviction of a criminal offence, committing any act that may injure the name, credit or reputation of the company, or the breach of any rules and regulation which may at its own discretion consider to be sufficient gravity, will render you liable for instant dismissal without notice.
17. Your employment with the company will be governed by the office rules/ service rules and such other rules, regulations, practices, systems, procedures and policies of the company as may be in force from time to time. The company is entitled, at its option to amend its office/ service rules and policies.
18. Absence for a continuous period of 7 days without prior approval of your superiors, (including overstay on leave/training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimidation.
19. You shall devote your whole time attention to the duties allotted to you and you shall not engage in any business vocation or other employment and any action or conduct on your part in violation of this clause will be breach of contract of services.
20. All records, files, manuals, list of customer, forms, materials, supplies, money, tools, implements, asset papers and other materials/ documents furnished to you by the company, used on company's behalf, or generated, or obtained during the course of your employment shall be the sole property of the company. Upon termination of your employment, you will immediately deliver to the company or its authorized representatives, all of such property.
21. You shall not enter into any commitment or dealings on behalf of the Company for which you have no express authority nor shall you alter or be a party to any alteration to any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
22. If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

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24. You shall not either during the continuance of your appointment hereunder or at any time after your termination make use of or divulge or communicate to any person, firm, company or organization any of trade secrets or other confidential information of the company or any group company or of any of the customers, suppliers, agents or distributors of the company and the group companies which may hereafter have been entrusted to you or have come to your knowledge at any time while in the service of the company.
25. You shall not receive any presents, commissions or any sort of gratification in cash or in kind from any person, party, and company having any dealing with the company. Any breach of this term will be treated as misconduct and you will be liable for immediate dismissal from the services of the company.
26. Your appointment is subject to your remaining mentally and physically fit and alert to perform the jobs that may be assigned to you from time to time. The management reserves the right to get you medically examined as and when required.
27. Bring Your Own Device (BYOD) policy: With a view to enhance employee satisfaction through “work-your-way” mobility experience, the company expects you to carry your own laptop (if available) and mobile that is commensurate with your job responsibilities.
28. Basic softwares and programs that are required to successfully complete your assignments should be pre-installed in your device, if any employee brings his own device otherwise the company shall provide a laptop.
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31. You shall not disclose or discuss your terms of employment and emoluments with anybody within and outside the organization, excepting for the director's and for any person nominated by them.
32. The contract shall be governed by and construed in accordance by the Indian Laws.

Please sign the duplicate copy of this appointment letter (**all pages**) in token of your acceptance of the terms and conditions of your appointment.

Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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Annexure to Appointment Letter

Details of Salary, Perks and Appointment

Compensation w.e.f		27-July-2024	
S.No.	Particulars	Per Month (INR)	Per Annum (INR)
A.	Monthly Components		
	Basic Pay	16842	202104
	House Rent Allowance	8421	101052
	Other Allowances	1737	20844
B.	Reimbursements		
	Mobile & Data Allowance	0	0
	Uniform Allowance	0	0
	LTA	0	0
	Periodicals	0	0
	Car Maintenance and Driver Salary	0	0
C.	Retirement Benefits		
	Employer's PF Contribution	1800	21600
	Gratuity (@ 4.81%)	810	9720
D.	Fixed Cost to the Company	27000	324000
E.	Total Compensation	29610	355320

- Tax Deducted at Source (TDS) is applicable.
- *Gratuity will be payable according to the Gratuity Act.
- Provident Fund (if opted) would be a part of CTC. Both the contributions, i.e. employer's and employee's contribution are a part of the CTC being provided to an employee.

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(To be filled By Employee)

I have read and understood the terms and conditions governing my services/employment with the company and the same are acceptable to me in totality.

Name :

Place:

Date:

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

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Kamaljeet Kaur
Chief Human Resource Officer

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02-July-2024

Ref: BS/HR/Letter No.F20241136/Emp id: GM/1064

Ms. Jyothi D
Employee ID: GM/1064
Address: Vijaynagar, Bangalore

SUB: APPOINTMENT LETTER

Dear Jyothi D,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a “**Shift Executive**”. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

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3. That the services may be terminated on either side by giving **fifteen days (15 days)**’ notice or salary in lieu thereof during the probationary period including any extension made by the Company to the probation period and **a month’s (30 days)** notice or salary in lieu thereof during confirmation of services.
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32. The contract shall be governed by and construed in accordance by the Indian Laws.

Please sign the duplicate copy of this appointment letter (**all pages**) in token of your acceptance of the terms and conditions of your appointment.

Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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(To be filled By Employee)

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Name :

Place:

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IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

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Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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02-July-2024

Ref: BS/HR/Letter No.F2024116/Emp id: GM/1043

Ms. Keerthana S

Employee ID: GM/1043

Address: #1/334, Vinayaka circle, 1st ward, somavarapete, chamarajanagara

SUB: APPOINTMENT LETTER

Dear Keerthana S,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a **“Shift Executive”**. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

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BluSmart Fleet Pvt. Ltd.

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Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

Annexure to Appointment Letter

Details of Salary, Perks and Appointment

Compensation w.e.f		27-July-2024	
S.No.	Particulars	Per Month (INR)	Per Annum (INR)
A.	Monthly Components		
	Basic Pay	16842	202104
	House Rent Allowance	8421	101052
	Other Allowances	1737	20844
B.	Reimbursements		
	Mobile & Data Allowance	0	0
	Uniform Allowance	0	0
	LTA	0	0
	Periodicals	0	0
	Car Maintenance and Driver Salary	0	0
C.	Retirement Benefits		
	Employer's PF Contribution	1800	21600
	Gratuity (@ 4.81%)	810	9720
D.	Fixed Cost to the Company	27000	324000
E.	Total Compensation	29610	355320

- Tax Deducted at Source (TDS) is applicable.
- *Gratuity will be payable according to the Gratuity Act.
- Provident Fund (if opted) would be a part of CTC. Both the contributions, i.e. employer's and employee's contribution are a part of the CTC being provided to an employee.

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(To be filled By Employee)

I have read and understood the terms and conditions governing my services/employment with the company and the same are acceptable to me in totality.

Name :

Place:

Date:

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

1.

2.



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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02-July-2024

Ref: BS/HR/Letter No.F2024115/Emp id: GM/1042

Mr. Kushal L

Employee ID: GM/1042

Address: Kodiyala SR patnaa taluk Mandya district

SUB: APPOINTMENT LETTER

Dear Kushal L,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a “**Shift Executive**”. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

TERMS OF EMPLOYMENT

1. You will initially be on probation for a period of six months from the actual date of your joining and will continue to be so unless and until you are confirmed in writing by the regular services of the company.
2. During the probationary period your performance and other antecedents will be thoroughly assessed / evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period will you be confirmed in the regular services of the company on terms and conditions as decided by the company.
3. That the services may be terminated on either side by giving **fifteen days (15 days)**’ notice or salary in lieu thereof during the probationary period including any extension made by the Company to the probation period and **a month’s (30 days)** notice or salary in lieu thereof during confirmation of services.
4. You shall retire / superannuate on attaining an age of 60 years.

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REMUNERATION & PERFORMANCE LINKED BONUS

5. Your CTC will be Rs. 355,320/- per annum. Kindly refer to the annexure for details.
6. The Employer shall make the necessary deductions as per the Indian Tax Laws in respect of the payments and benefits given in connection with Employment that requires such deductions to be made by the Employer and the Employer shall provide the Form 16 to the employee evidencing the deductions made.
7. Your performance would be assessed during the next appraisal process of the Company that is held every six months generally in the months of April and October.
8. Company will pay a retention bonus to the employees based on merit during the appraisals and management decision.

ASSIGNMENT

9. Your seniority date shall be the date of your joining the Blu-Smart group of Companies.
10. That your service may be transferred to any of the group companies and or subsidiaries within or outside India. Further you may be transferred from one department to another or one location to another at the sole discretion of the Management.
11. Your services would involve traveling and the company would pay you according to the Company's TA/DA Policy.
12. You will be entitled to leave and holidays as per the leave policy of the company.
13. Your salary would be calculated on the last day of the month and paid on the 7th day of the following month.
14. Your hours of work shall be as follows: Monday to Saturday: 8.00 Hours.
Your hours of work shall be as per the roles and responsibilities assigned to you which shall not exceed 48 hours in a week.
15. You have to be in proper formal attire as per the company policy.

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CODE OF CONDUCT & CONFIDENTIALITY

16. Misconduct, negligence, breach of trust, embezzlement, adjudication as an insolvent, indulging in speculation, conviction of a criminal offence, committing any act that may injure the name, credit or reputation of the company, or the breach of any rules and regulation which may at its own discretion consider to be sufficient gravity, will render you liable for instant dismissal without notice.
17. Your employment with the company will be governed by the office rules/ service rules and such other rules, regulations, practices, systems, procedures and policies of the company as may be in force from time to time. The company is entitled, at its option to amend its office/ service rules and policies.
18. Absence for a continuous period of 7 days without prior approval of your superiors, (including overstay on leave/training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimidation.
19. You shall devote your whole time attention to the duties allotted to you and you shall not engage in any business vocation or other employment and any action or conduct on your part in violation of this clause will be breach of contract of services.
20. All records, files, manuals, list of customer, forms, materials, supplies, money, tools, implements, asset papers and other materials/ documents furnished to you by the company, used on company's behalf, or generated, or obtained during the course of your employment shall be the sole property of the company. Upon termination of your employment, you will immediately deliver to the company or its authorized representatives, all of such property.
21. You shall not enter into any commitment or dealings on behalf of the Company for which you have no express authority nor shall you alter or be a party to any alteration to any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
22. If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

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23. You shall obey and carry out the directions given by the company and you will use your most sincere endeavor to discharge the same in the best interests of the company. Any disobedience of orders shall make you liable for dismissal from the services of the company without any notice period.
24. You shall not either during the continuance of your appointment hereunder or at any time after your termination make use of or divulge or communicate to any person, firm, company or organization any of trade secrets or other confidential information of the company or any group company or of any of the customers, suppliers, agents or distributors of the company and the group companies which may hereafter have been entrusted to you or have come to your knowledge at any time while in the service of the company.
25. You shall not receive any presents, commissions or any sort of gratification in cash or in kind from any person, party, and company having any dealing with the company. Any breach of this term will be treated as misconduct and you will be liable for immediate dismissal from the services of the company.
26. Your appointment is subject to your remaining mentally and physically fit and alert to perform the jobs that may be assigned to you from time to time. The management reserves the right to get you medically examined as and when required.
27. Bring Your Own Device (BYOD) policy: With a view to enhance employee satisfaction through “work-your-way” mobility experience, the company expects you to carry your own laptop (if available) and mobile that is commensurate with your job responsibilities.
28. Basic softwares and programs that are required to successfully complete your assignments should be pre-installed in your device, if any employee brings his own device otherwise the company shall provide a laptop.
29. It is mandatory for all to punch their attendance and apply for leaves through Attendance Management System. It will be the responsibility of an employee to keep his/her attendance updated in the system and if not done correctly, then the company would not be liable for errors in salary calculation and statutory compliances. In case of unauthorized leaves, a penalty as per policy shall be applicable.

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31. You shall not disclose or discuss your terms of employment and emoluments with anybody within and outside the organization, excepting for the director's and for any person nominated by them.
32. The contract shall be governed by and construed in accordance by the Indian Laws.

Please sign the duplicate copy of this appointment letter **(all pages)** in token of your acceptance of the terms and conditions of your appointment.

Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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Name :

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Signature of the Employee :

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Chief Human Resource Officer

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02-July-2024

Ref: BS/HR/Letter No.F20241121/Emp id: GM/1048

Ms. Mohankumari B S

Employee ID: GM/1048

Address: Bettadapura village, Chamarajnagar taluk and district. 571109

SUB: APPOINTMENT LETTER

Dear Mohankumari B S,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a “**Shift Executive**”. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

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Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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Witness:

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Kamaljeet Kaur
Chief Human Resource Officer

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02-July-2024

Ref: BS/HR/Letter No.F20241124/Emp id: GM/1052

Mr. NAGARJUNA M
Employee ID: GM/1052
Address: Linganapura village, chamarajanagar

SUB: APPOINTMENT LETTER

Dear NAGARJUNA M,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a **“Shift Executive”**. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

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31. You shall not disclose or discuss your terms of employment and emoluments with anybody within and outside the organization, excepting for the director's and for any person nominated by them.
32. The contract shall be governed by and construed in accordance by the Indian Laws.

Please sign the duplicate copy of this appointment letter **(all pages)** in token of your acceptance of the terms and conditions of your appointment.

Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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Annexure to Appointment Letter

Details of Salary, Perks and Appointment

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S.No.	Particulars	Per Month (INR)	Per Annum (INR)
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	House Rent Allowance	8421	101052
	Other Allowances	1737	20844
B.	Reimbursements		
	Mobile & Data Allowance	0	0
	Uniform Allowance	0	0
	LTA	0	0
	Periodicals	0	0
	Car Maintenance and Driver Salary	0	0
C.	Retirement Benefits		
	Employer's PF Contribution	1800	21600
	Gratuity (@ 4.81%)	810	9720
D.	Fixed Cost to the Company	27000	324000
E.	Total Compensation	29610	355320

- Tax Deducted at Source (TDS) is applicable.
- *Gratuity will be payable according to the Gratuity Act.
- Provident Fund (if opted) would be a part of CTC. Both the contributions, i.e. employer's and employee's contribution are a part of the CTC being provided to an employee.

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(To be filled By Employee)

I have read and understood the terms and conditions governing my services/employment with the company and the same are acceptable to me in totality.

Name :

Place:

Date:

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

1.

2.



Kamaljeet Kaur
Chief Human Resource Officer

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02-July-2024

Ref: BS/HR/Letter No.F20241120/Emp id: GM/1047

Ms. Nidhi B S

Employee ID: GM/1047

Address: Nidhi B S D/O Satisha B R, Basthihalli, Halebeedu (h&p), Belur(t), Hassan (d),573121

SUB: APPOINTMENT LETTER

Dear Nidhi B S,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a **“Shift Executive”**. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

TERMS OF EMPLOYMENT

1. You will initially be on probation for a period of six months from the actual date of your joining and will continue to be so unless and until you are confirmed in writing by the regular services of the company.
2. During the probationary period your performance and other antecedents will be thoroughly assessed / evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period will you be confirmed in the regular services of the company on terms and conditions as decided by the company.
3. That the services may be terminated on either side by giving **fifteen days (15 days)**’ notice or salary in lieu thereof during the probationary period including any extension made by the Company to the probation period and **a month’s (30 days)** notice or salary in lieu thereof during confirmation of services.
4. You shall retire / superannuate on attaining an age of 60 years.

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REMUNERATION & PERFORMANCE LINKED BONUS

5. Your CTC will be Rs. 355,320/- per annum. Kindly refer to the annexure for details.
6. The Employer shall make the necessary deductions as per the Indian Tax Laws in respect of the payments and benefits given in connection with Employment that requires such deductions to be made by the Employer and the Employer shall provide the Form 16 to the employee evidencing the deductions made.
7. Your performance would be assessed during the next appraisal process of the Company that is held every six months generally in the months of April and October.
8. Company will pay a retention bonus to the employees based on merit during the appraisals and management decision.

ASSIGNMENT

9. Your seniority date shall be the date of your joining the Blu-Smart group of Companies.
10. That your service may be transferred to any of the group companies and or subsidiaries within or outside India. Further you may be transferred from one department to another or one location to another at the sole discretion of the Management.
11. Your services would involve traveling and the company would pay you according to the Company's TA/DA Policy.
12. You will be entitled to leave and holidays as per the leave policy of the company.
13. Your salary would be calculated on the last day of the month and paid on the 7th day of the following month.
14. Your hours of work shall be as follows: Monday to Saturday: 8.00 Hours.
Your hours of work shall be as per the roles and responsibilities assigned to you which shall not exceed 48 hours in a week.
15. You have to be in proper formal attire as per the company policy.

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17. Your employment with the company will be governed by the office rules/ service rules and such other rules, regulations, practices, systems, procedures and policies of the company as may be in force from time to time. The company is entitled, at its option to amend its office/ service rules and policies.
18. Absence for a continuous period of 7 days without prior approval of your superiors, (including overstay on leave/training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimidation.
19. You shall devote your whole time attention to the duties allotted to you and you shall not engage in any business vocation or other employment and any action or conduct on your part in violation of this clause will be breach of contract of services.
20. All records, files, manuals, list of customer, forms, materials, supplies, money, tools, implements, asset papers and other materials/ documents furnished to you by the company, used on company's behalf, or generated, or obtained during the course of your employment shall be the sole property of the company. Upon termination of your employment, you will immediately deliver to the company or its authorized representatives, all of such property.
21. You shall not enter into any commitment or dealings on behalf of the Company for which you have no express authority nor shall you alter or be a party to any alteration to any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
22. If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

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23. You shall obey and carry out the directions given by the company and you will use your most sincere endeavor to discharge the same in the best interests of the company. Any disobedience of orders shall make you liable for dismissal from the services of the company without any notice period.
24. You shall not either during the continuance of your appointment hereunder or at any time after your termination make use of or divulge or communicate to any person, firm, company or organization any of trade secrets or other confidential information of the company or any group company or of any of the customers, suppliers, agents or distributors of the company and the group companies which may hereafter have been entrusted to you or have come to your knowledge at any time while in the service of the company.
25. You shall not receive any presents, commissions or any sort of gratification in cash or in kind from any person, party, and company having any dealing with the company. Any breach of this term will be treated as misconduct and you will be liable for immediate dismissal from the services of the company.
26. Your appointment is subject to your remaining mentally and physically fit and alert to perform the jobs that may be assigned to you from time to time. The management reserves the right to get you medically examined as and when required.
27. Bring Your Own Device (BYOD) policy: With a view to enhance employee satisfaction through “work-your-way” mobility experience, the company expects you to carry your own laptop (if available) and mobile that is commensurate with your job responsibilities.
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Please sign the duplicate copy of this appointment letter **(all pages)** in token of your acceptance of the terms and conditions of your appointment.

Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

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Name :

Place:

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IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

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Kamaljeet Kaur
Chief Human Resource Officer

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02-July-2024

Ref: BS/HR/Letter No.F2024114/Emp id: GM/1041

Mr. PRAVEEN KUMAR L
Employee ID: GM/1041
Address: Gopinatham

SUB: APPOINTMENT LETTER

Dear PRAVEEN KUMAR L,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a **“Shift Executive”**. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

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Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

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Place:

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IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

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Kamaljeet Kaur
Chief Human Resource Officer

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02-July-2024

Ref: BS/HR/Letter No.F20241131/Emp id: GM/1059

Ms. Priyanka K P

Employee ID: GM/1059

Address: Priyanka K P D/O Prakash Murthy C Komaranapura village and post, yelandur taluk, chamarajanagara district

SUB: APPOINTMENT LETTER

Dear . Priyanka K P,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a “**Shift Executive**”. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

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21. You shall not enter into any commitment or dealings on behalf of the Company for which you have no express authority nor shall you alter or be a party to any alteration to any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
22. If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

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Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

23. You shall obey and carry out the directions given by the company and you will use your most sincere endeavor to discharge the same in the best interests of the company. Any disobedience of orders shall make you liable for dismissal from the services of the company without any notice period.
24. You shall not either during the continuance of your appointment hereunder or at any time after your termination make use of or divulge or communicate to any person, firm, company or organization any of trade secrets or other confidential information of the company or any group company or of any of the customers, suppliers, agents or distributors of the company and the group companies which may hereafter have been entrusted to you or have come to your knowledge at any time while in the service of the company.
25. You shall not receive any presents, commissions or any sort of gratification in cash or in kind from any person, party, and company having any dealing with the company. Any breach of this term will be treated as misconduct and you will be liable for immediate dismissal from the services of the company.
26. Your appointment is subject to your remaining mentally and physically fit and alert to perform the jobs that may be assigned to you from time to time. The management reserves the right to get you medically examined as and when required.
27. Bring Your Own Device (BYOD) policy: With a view to enhance employee satisfaction through “work-your-way” mobility experience, the company expects you to carry your own laptop (if available) and mobile that is commensurate with your job responsibilities.
28. Basic softwares and programs that are required to successfully complete your assignments should be pre-installed in your device, if any employee brings his own device otherwise the company shall provide a laptop.
29. It is mandatory for all to punch their attendance and apply for leaves through Attendance Management System. It will be the responsibility of an employee to keep his/her attendance updated in the system and if not done correctly, then the company would not be liable for errors in salary calculation and statutory compliances. In case of unauthorized leaves, a penalty as per policy shall be applicable.

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31. You shall not disclose or discuss your terms of employment and emoluments with anybody within and outside the organization, excepting for the director's and for any person nominated by them.
32. The contract shall be governed by and construed in accordance by the Indian Laws.

Please sign the duplicate copy of this appointment letter (**all pages**) in token of your acceptance of the terms and conditions of your appointment.

Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

Annexure to Appointment Letter

Details of Salary, Perks and Appointment

Compensation w.e.f		27-July-2024	
S.No.	Particulars	Per Month (INR)	Per Annum (INR)
A.	Monthly Components		
	Basic Pay	16842	202104
	House Rent Allowance	8421	101052
	Other Allowances	1737	20844
B.	Reimbursements		
	Mobile & Data Allowance	0	0
	Uniform Allowance	0	0
	LTA	0	0
	Periodicals	0	0
	Car Maintenance and Driver Salary	0	0
C.	Retirement Benefits		
	Employer's PF Contribution	1800	21600
	Gratuity (@ 4.81%)	810	9720
D.	Fixed Cost to the Company	27000	324000
E.	Total Compensation	29610	355320

- Tax Deducted at Source (TDS) is applicable.
- *Gratuity will be payable according to the Gratuity Act.
- Provident Fund (if opted) would be a part of CTC. Both the contributions, i.e. employer's and employee's contribution are a part of the CTC being provided to an employee.

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(To be filled By Employee)

I have read and understood the terms and conditions governing my services/employment with the company and the same are acceptable to me in totality.

Name :

Place:

Date:

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

1.

2.



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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02-July-2024

Ref: BS/HR/Letter No.F2024110/Emp id: GM/1037

Ms. Punyashree
Employee ID: GM/1037
Address: Channapatna, Ramanagara

SUB: APPOINTMENT LETTER

Dear Punyashree,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a “**Shift Executive**”. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

TERMS OF EMPLOYMENT

1. You will initially be on probation for a period of six months from the actual date of your joining and will continue to be so unless and until you are confirmed in writing by the regular services of the company.
2. During the probationary period your performance and other antecedents will be thoroughly assessed / evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period will you be confirmed in the regular services of the company on terms and conditions as decided by the company.
3. That the services may be terminated on either side by giving **fifteen days (15 days)**’ notice or salary in lieu thereof during the probationary period including any extension made by the Company to the probation period and **a month’s (30 days)** notice or salary in lieu thereof during confirmation of services.
4. You shall retire / superannuate on attaining an age of 60 years.

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REMUNERATION & PERFORMANCE LINKED BONUS

5. Your CTC will be Rs. 355,320/- per annum. Kindly refer to the annexure for details.
6. The Employer shall make the necessary deductions as per the Indian Tax Laws in respect of the payments and benefits given in connection with Employment that requires such deductions to be made by the Employer and the Employer shall provide the Form 16 to the employee evidencing the deductions made.
7. Your performance would be assessed during the next appraisal process of the Company that is held every six months generally in the months of April and October.
8. Company will pay a retention bonus to the employees based on merit during the appraisals and management decision.

ASSIGNMENT

9. Your seniority date shall be the date of your joining the Blu-Smart group of Companies.
10. That your service may be transferred to any of the group companies and or subsidiaries within or outside India. Further you may be transferred from one department to another or one location to another at the sole discretion of the Management.
11. Your services would involve traveling and the company would pay you according to the Company's TA/DA Policy.
12. You will be entitled to leave and holidays as per the leave policy of the company.
13. Your salary would be calculated on the last day of the month and paid on the 7th day of the following month.
14. Your hours of work shall be as follows: Monday to Saturday: 8.00 Hours.
Your hours of work shall be as per the roles and responsibilities assigned to you which shall not exceed 48 hours in a week.
15. You have to be in proper formal attire as per the company policy.

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CODE OF CONDUCT & CONFIDENTIALITY

16. Misconduct, negligence, breach of trust, embezzlement, adjudication as an insolvent, indulging in speculation, conviction of a criminal offence, committing any act that may injure the name, credit or reputation of the company, or the breach of any rules and regulation which may at its own discretion consider to be sufficient gravity, will render you liable for instant dismissal without notice.
17. Your employment with the company will be governed by the office rules/ service rules and such other rules, regulations, practices, systems, procedures and policies of the company as may be in force from time to time. The company is entitled, at its option to amend its office/ service rules and policies.
18. Absence for a continuous period of 7 days without prior approval of your superiors, (including overstay on leave/training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimidation.
19. You shall devote your whole time attention to the duties allotted to you and you shall not engage in any business vocation or other employment and any action or conduct on your part in violation of this clause will be breach of contract of services.
20. All records, files, manuals, list of customer, forms, materials, supplies, money, tools, implements, asset papers and other materials/ documents furnished to you by the company, used on company's behalf, or generated, or obtained during the course of your employment shall be the sole property of the company. Upon termination of your employment, you will immediately deliver to the company or its authorized representatives, all of such property.
21. You shall not enter into any commitment or dealings on behalf of the Company for which you have no express authority nor shall you alter or be a party to any alteration to any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
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32. The contract shall be governed by and construed in accordance by the Indian Laws.

Please sign the duplicate copy of this appointment letter (**all pages**) in token of your acceptance of the terms and conditions of your appointment.

Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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(To be filled By Employee)

I have read and understood the terms and conditions governing my services/employment with the company and the same are acceptable to me in totality.

Name :

Place:

Date:

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

1.

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Kamaljeet Kaur
Chief Human Resource Officer

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02-July-2024

Ref: BS/HR/Letter No.F20241128/Emp id: GM/1056

Ms. Rakshitha L P
Employee ID: GM/1056
Address: Puttanapura

SUB: APPOINTMENT LETTER

Dear Rakshitha L P,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a “**Shift Executive**”. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

TERMS OF EMPLOYMENT

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3. That the services may be terminated on either side by giving **fifteen days (15 days)**’ notice or salary in lieu thereof during the probationary period including any extension made by the Company to the probation period and **a month’s (30 days)** notice or salary in lieu thereof during confirmation of services.
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REMUNERATION & PERFORMANCE LINKED BONUS

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6. The Employer shall make the necessary deductions as per the Indian Tax Laws in respect of the payments and benefits given in connection with Employment that requires such deductions to be made by the Employer and the Employer shall provide the Form 16 to the employee evidencing the deductions made.
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ASSIGNMENT

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32. The contract shall be governed by and construed in accordance by the Indian Laws.

Please sign the duplicate copy of this appointment letter (**all pages**) in token of your acceptance of the terms and conditions of your appointment.

Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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Annexure to Appointment Letter

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(To be filled By Employee)

I have read and understood the terms and conditions governing my services/employment with the company and the same are acceptable to me in totality.

Name :

Place:

Date:

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

1.

2.



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

02-July-2024

Ref: BS/HR/Letter No.F20241127/Emp id: GM/1055

Ms. Rakshitha M
Employee ID: GM/1055
Address: Honganapuram

SUB: APPOINTMENT LETTER

Dear Rakshitha M,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a “**Shift Executive**”. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

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CODE OF CONDUCT & CONFIDENTIALITY

16. Misconduct, negligence, breach of trust, embezzlement, adjudication as an insolvent, indulging in speculation, conviction of a criminal offence, committing any act that may injure the name, credit or reputation of the company, or the breach of any rules and regulation which may at its own discretion consider to be sufficient gravity, will render you liable for instant dismissal without notice.
17. Your employment with the company will be governed by the office rules/ service rules and such other rules, regulations, practices, systems, procedures and policies of the company as may be in force from time to time. The company is entitled, at its option to amend its office/ service rules and policies.
18. Absence for a continuous period of 7 days without prior approval of your superiors, (including overstay on leave/training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimidation.
19. You shall devote your whole time attention to the duties allotted to you and you shall not engage in any business vocation or other employment and any action or conduct on your part in violation of this clause will be breach of contract of services.
20. All records, files, manuals, list of customer, forms, materials, supplies, money, tools, implements, asset papers and other materials/ documents furnished to you by the company, used on company's behalf, or generated, or obtained during the course of your employment shall be the sole property of the company. Upon termination of your employment, you will immediately deliver to the company or its authorized representatives, all of such property.
21. You shall not enter into any commitment or dealings on behalf of the Company for which you have no express authority nor shall you alter or be a party to any alteration to any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
22. If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

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23. You shall obey and carry out the directions given by the company and you will use your most sincere endeavor to discharge the same in the best interests of the company. Any disobedience of orders shall make you liable for dismissal from the services of the company without any notice period.
24. You shall not either during the continuance of your appointment hereunder or at any time after your termination make use of or divulge or communicate to any person, firm, company or organization any of trade secrets or other confidential information of the company or any group company or of any of the customers, suppliers, agents or distributors of the company and the group companies which may hereafter have been entrusted to you or have come to your knowledge at any time while in the service of the company.
25. You shall not receive any presents, commissions or any sort of gratification in cash or in kind from any person, party, and company having any dealing with the company. Any breach of this term will be treated as misconduct and you will be liable for immediate dismissal from the services of the company.
26. Your appointment is subject to your remaining mentally and physically fit and alert to perform the jobs that may be assigned to you from time to time. The management reserves the right to get you medically examined as and when required.
27. Bring Your Own Device (BYOD) policy: With a view to enhance employee satisfaction through “work-your-way” mobility experience, the company expects you to carry your own laptop (if available) and mobile that is commensurate with your job responsibilities.
28. Basic softwares and programs that are required to successfully complete your assignments should be pre-installed in your device, if any employee brings his own device otherwise the company shall provide a laptop.
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31. You shall not disclose or discuss your terms of employment and emoluments with anybody within and outside the organization, excepting for the director's and for any person nominated by them.
32. The contract shall be governed by and construed in accordance by the Indian Laws.

Please sign the duplicate copy of this appointment letter **(all pages)** in token of your acceptance of the terms and conditions of your appointment.

Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

Annexure to Appointment Letter

Details of Salary, Perks and Appointment

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	Other Allowances	1737	20844
B.	Reimbursements		
	Mobile & Data Allowance	0	0
	Uniform Allowance	0	0
	LTA	0	0
	Periodicals	0	0
	Car Maintenance and Driver Salary	0	0
C.	Retirement Benefits		
	Employer's PF Contribution	1800	21600
	Gratuity (@ 4.81%)	810	9720
D.	Fixed Cost to the Company	27000	324000
E.	Total Compensation	29610	355320

- Tax Deducted at Source (TDS) is applicable.
- *Gratuity will be payable according to the Gratuity Act.
- Provident Fund (if opted) would be a part of CTC. Both the contributions, i.e. employer's and employee's contribution are a part of the CTC being provided to an employee.

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(To be filled By Employee)

I have read and understood the terms and conditions governing my services/employment with the company and the same are acceptable to me in totality.

Name :

Place:

Date:

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

1.

2.



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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02-July-2024

Ref: BS/HR/Letter No.F2024111/Emp id: GM/1038

Mr. Rohith. M

Employee ID: GM/1038

Address: Kamarahalli(V) begur(H) Gundelpet(T) chamarajnar(D)

SUB: APPOINTMENT LETTER

Dear Rohith. M,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a “**Shift Executive**”. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

TERMS OF EMPLOYMENT

1. You will initially be on probation for a period of six months from the actual date of your joining and will continue to be so unless and until you are confirmed in writing by the regular services of the company.
2. During the probationary period your performance and other antecedents will be thoroughly assessed / evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period will you be confirmed in the regular services of the company on terms and conditions as decided by the company.
3. That the services may be terminated on either side by giving **fifteen days (15 days)**’ notice or salary in lieu thereof during the probationary period including any extension made by the Company to the probation period and **a month’s (30 days)** notice or salary in lieu thereof during confirmation of services.
4. You shall retire / superannuate on attaining an age of 60 years.

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REMUNERATION & PERFORMANCE LINKED BONUS

5. Your CTC will be Rs. 355,320/- per annum. Kindly refer to the annexure for details.
6. The Employer shall make the necessary deductions as per the Indian Tax Laws in respect of the payments and benefits given in connection with Employment that requires such deductions to be made by the Employer and the Employer shall provide the Form 16 to the employee evidencing the deductions made.
7. Your performance would be assessed during the next appraisal process of the Company that is held every six months generally in the months of April and October.
8. Company will pay a retention bonus to the employees based on merit during the appraisals and management decision.

ASSIGNMENT

9. Your seniority date shall be the date of your joining the Blu-Smart group of Companies.
10. That your service may be transferred to any of the group companies and or subsidiaries within or outside India. Further you may be transferred from one department to another or one location to another at the sole discretion of the Management.
11. Your services would involve traveling and the company would pay you according to the Company's TA/DA Policy.
12. You will be entitled to leave and holidays as per the leave policy of the company.
13. Your salary would be calculated on the last day of the month and paid on the 7th day of the following month.
14. Your hours of work shall be as follows: Monday to Saturday: 8.00 Hours.
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15. You have to be in proper formal attire as per the company policy.

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32. The contract shall be governed by and construed in accordance by the Indian Laws.

Please sign the duplicate copy of this appointment letter (**all pages**) in token of your acceptance of the terms and conditions of your appointment.

Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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(To be filled By Employee)

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Name :

Place:

Date:

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

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Kamaljeet Kaur
Chief Human Resource Officer

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02-July-2024

Ref: BS/HR/Letter No.F2024118/Emp id: GM/1045

Ms. Shubha

Employee ID: GM/1045

Address: Arsikere near hassan district

SUB: APPOINTMENT LETTER

Dear Shubha,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a “**Shift Executive**”. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

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Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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Signature of the Employee :

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Kamaljeet Kaur
Chief Human Resource Officer

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02-July-2024

Ref: BS/HR/Letter No.F20241123/Emp id: GM/1051

Ms. Sinchana.K.V

Employee ID: GM/1051

Address: 10th ward new colony karinanjanapura chamarajanagara

SUB: APPOINTMENT LETTER

Dear Sinchana.K.V,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a **“Shift Executive”**. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

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5. Your CTC will be Rs. 355,320/- per annum. Kindly refer to the annexure for details.
6. The Employer shall make the necessary deductions as per the Indian Tax Laws in respect of the payments and benefits given in connection with Employment that requires such deductions to be made by the Employer and the Employer shall provide the Form 16 to the employee evidencing the deductions made.
7. Your performance would be assessed during the next appraisal process of the Company that is held every six months generally in the months of April and October.
8. Company will pay a retention bonus to the employees based on merit during the appraisals and management decision.

ASSIGNMENT

9. Your seniority date shall be the date of your joining the Blu-Smart group of Companies.
10. That your service may be transferred to any of the group companies and or subsidiaries within or outside India. Further you may be transferred from one department to another or one location to another at the sole discretion of the Management.
11. Your services would involve traveling and the company would pay you according to the Company's TA/DA Policy.
12. You will be entitled to leave and holidays as per the leave policy of the company.
13. Your salary would be calculated on the last day of the month and paid on the 7th day of the following month.
14. Your hours of work shall be as follows: Monday to Saturday: 8.00 Hours.
Your hours of work shall be as per the roles and responsibilities assigned to you which shall not exceed 48 hours in a week.
15. You have to be in proper formal attire as per the company policy.

BluSmart Fleet Pvt. Ltd.

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Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

CODE OF CONDUCT & CONFIDENTIALITY

16. Misconduct, negligence, breach of trust, embezzlement, adjudication as an insolvent, indulging in speculation, conviction of a criminal offence, committing any act that may injure the name, credit or reputation of the company, or the breach of any rules and regulation which may at its own discretion consider to be sufficient gravity, will render you liable for instant dismissal without notice.
17. Your employment with the company will be governed by the office rules/ service rules and such other rules, regulations, practices, systems, procedures and policies of the company as may be in force from time to time. The company is entitled, at its option to amend its office/ service rules and policies.
18. Absence for a continuous period of 7 days without prior approval of your superiors, (including overstay on leave/training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimidation.
19. You shall devote your whole time attention to the duties allotted to you and you shall not engage in any business vocation or other employment and any action or conduct on your part in violation of this clause will be breach of contract of services.
20. All records, files, manuals, list of customer, forms, materials, supplies, money, tools, implements, asset papers and other materials/ documents furnished to you by the company, used on company's behalf, or generated, or obtained during the course of your employment shall be the sole property of the company. Upon termination of your employment, you will immediately deliver to the company or its authorized representatives, all of such property.
21. You shall not enter into any commitment or dealings on behalf of the Company for which you have no express authority nor shall you alter or be a party to any alteration to any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
22. If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

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23. You shall obey and carry out the directions given by the company and you will use your most sincere endeavor to discharge the same in the best interests of the company. Any disobedience of orders shall make you liable for dismissal from the services of the company without any notice period.
24. You shall not either during the continuance of your appointment hereunder or at any time after your termination make use of or divulge or communicate to any person, firm, company or organization any of trade secrets or other confidential information of the company or any group company or of any of the customers, suppliers, agents or distributors of the company and the group companies which may hereafter have been entrusted to you or have come to your knowledge at any time while in the service of the company.
25. You shall not receive any presents, commissions or any sort of gratification in cash or in kind from any person, party, and company having any dealing with the company. Any breach of this term will be treated as misconduct and you will be liable for immediate dismissal from the services of the company.
26. Your appointment is subject to your remaining mentally and physically fit and alert to perform the jobs that may be assigned to you from time to time. The management reserves the right to get you medically examined as and when required.
27. Bring Your Own Device (BYOD) policy: With a view to enhance employee satisfaction through “work-your-way” mobility experience, the company expects you to carry your own laptop (if available) and mobile that is commensurate with your job responsibilities.
28. Basic softwares and programs that are required to successfully complete your assignments should be pre-installed in your device, if any employee brings his own device otherwise the company shall provide a laptop.
29. It is mandatory for all to punch their attendance and apply for leaves through Attendance Management System. It will be the responsibility of an employee to keep his/her attendance updated in the system and if not done correctly, then the company would not be liable for errors in salary calculation and statutory compliances. In case of unauthorized leaves, a penalty as per policy shall be applicable.

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30. The employee shall not solicit a job offer from the company's client nor business which is the same as, or substantially similar to, or in competition with, the company's business during their employment or within a period of one year from the date of end of employment with us.
31. You shall not disclose or discuss your terms of employment and emoluments with anybody within and outside the organization, excepting for the director's and for any person nominated by them.
32. The contract shall be governed by and construed in accordance by the Indian Laws.

Please sign the duplicate copy of this appointment letter **(all pages)** in token of your acceptance of the terms and conditions of your appointment.

Thanking you,

Kamaljeet



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

Head Office: 15th Floor, Block-A, Westgate Business Bay, Makarba, Ahmedabad, Gujarat - 380051

Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

Annexure to Appointment Letter

Details of Salary, Perks and Appointment

Compensation w.e.f		27-July-2024	
S.No.	Particulars	Per Month (INR)	Per Annum (INR)
A.	Monthly Components		
	Basic Pay	16842	202104
	House Rent Allowance	8421	101052
	Other Allowances	1737	20844
B.	Reimbursements		
	Mobile & Data Allowance	0	0
	Uniform Allowance	0	0
	LTA	0	0
	Periodicals	0	0
	Car Maintenance and Driver Salary	0	0
C.	Retirement Benefits		
	Employer's PF Contribution	1800	21600
	Gratuity (@ 4.81%)	810	9720
D.	Fixed Cost to the Company	27000	324000
E.	Total Compensation	29610	355320

- Tax Deducted at Source (TDS) is applicable.
- *Gratuity will be payable according to the Gratuity Act.
- Provident Fund (if opted) would be a part of CTC. Both the contributions, i.e. employer's and employee's contribution are a part of the CTC being provided to an employee.

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Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

(To be filled By Employee)

I have read and understood the terms and conditions governing my services/employment with the company and the same are acceptable to me in totality.

Name :

Place:

Date:

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

1.

2.



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

Head Office: 15th Floor, Block-A, Westgate Business Bay, Makarba, Ahmedabad, Gujarat - 380051

Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

02-July-2024

Ref: BS/HR/Letter No.F20241134/Emp id: GM/1062

Ms. Yashaswini K N
Employee ID: GM/1062
Address: Kalale Nanjangud taluk Mysore district

SUB: APPOINTMENT LETTER

Dear Yashaswini K N,

We are pleased to offer you an appointment in Blu-Smart Fleet Pvt. Ltd as a **“Shift Executive”**. The effective date of appointment will be **27-July-2024**. You will be based at Office, Bangalore.

The appointment has been offered on the basis of your having furnished the company with correct information regarding your past services and records. If at any time it is revealed that employment has been obtained by furnishing false information or by holding pertinent information, the company shall be free to terminate your services at any time without any notice or compensation thereof.

TERMS OF EMPLOYMENT

1. You will initially be on probation for a period of six months from the actual date of your joining and will continue to be so unless and until you are confirmed in writing by the regular services of the company.
2. During the probationary period your performance and other antecedents will be thoroughly assessed / evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period will you be confirmed in the regular services of the company on terms and conditions as decided by the company.
3. That the services may be terminated on either side by giving **fifteen days (15 days)**’ notice or salary in lieu thereof during the probationary period including any extension made by the Company to the probation period and **a month’s (30 days)** notice or salary in lieu thereof during confirmation of services.
4. You shall retire / superannuate on attaining an age of 60 years.

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REMUNERATION & PERFORMANCE LINKED BONUS

5. Your CTC will be Rs. 355,320/- per annum. Kindly refer to the annexure for details.
6. The Employer shall make the necessary deductions as per the Indian Tax Laws in respect of the payments and benefits given in connection with Employment that requires such deductions to be made by the Employer and the Employer shall provide the Form 16 to the employee evidencing the deductions made.
7. Your performance would be assessed during the next appraisal process of the Company that is held every six months generally in the months of April and October.
8. Company will pay a retention bonus to the employees based on merit during the appraisals and management decision.

ASSIGNMENT

9. Your seniority date shall be the date of your joining the Blu-Smart group of Companies.
10. That your service may be transferred to any of the group companies and or subsidiaries within or outside India. Further you may be transferred from one department to another or one location to another at the sole discretion of the Management.
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CODE OF CONDUCT & CONFIDENTIALITY

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17. Your employment with the company will be governed by the office rules/ service rules and such other rules, regulations, practices, systems, procedures and policies of the company as may be in force from time to time. The company is entitled, at its option to amend its office/ service rules and policies.
18. Absence for a continuous period of 7 days without prior approval of your superiors, (including overstay on leave/training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimidation.
19. You shall devote your whole time attention to the duties allotted to you and you shall not engage in any business vocation or other employment and any action or conduct on your part in violation of this clause will be breach of contract of services.
20. All records, files, manuals, list of customer, forms, materials, supplies, money, tools, implements, asset papers and other materials/ documents furnished to you by the company, used on company's behalf, or generated, or obtained during the course of your employment shall be the sole property of the company. Upon termination of your employment, you will immediately deliver to the company or its authorized representatives, all of such property.
21. You shall not enter into any commitment or dealings on behalf of the Company for which you have no express authority nor shall you alter or be a party to any alteration to any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
22. If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

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25. You shall not receive any presents, commissions or any sort of gratification in cash or in kind from any person, party, and company having any dealing with the company. Any breach of this term will be treated as misconduct and you will be liable for immediate dismissal from the services of the company.
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31. You shall not disclose or discuss your terms of employment and emoluments with anybody within and outside the organization, excepting for the director's and for any person nominated by them.
32. The contract shall be governed by and construed in accordance by the Indian Laws.

Please sign the duplicate copy of this appointment letter **(all pages)** in token of your acceptance of the terms and conditions of your appointment.

Thanking you,




Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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Gurugram: 6th Floor, Capital Cyberscape, Sector 59, Gurugram, Haryana - 122001

Annexure to Appointment Letter

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	LTA	0	0
	Periodicals	0	0
	Car Maintenance and Driver Salary	0	0
C.	Retirement Benefits		
	Employer's PF Contribution	1800	21600
	Gratuity (@ 4.81%)	810	9720
D.	Fixed Cost to the Company	27000	324000
E.	Total Compensation	29610	355320

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(To be filled By Employee)

I have read and understood the terms and conditions governing my services/employment with the company and the same are acceptable to me in totality.

Name :

Place:

Date:

IN WITNESS WHEREOF the parties hereto have set their hands to this agreement on the day, month and year first above written.

Signature of the Employee :

Witness:

1.

2.



Kamaljeet Kaur
Chief Human Resource Officer

BluSmart Fleet Pvt. Ltd.

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Date: 20-03-2024

Mr. Abhishek V

LETTER OF OFFER

Dear Abhishek V,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **-26-03-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

with Regards,



Senior Recruitment Officer

Britannia.Limited (HR Department)
17th Floor, Whitefield Main Road,
Mahadevapura, Bengaluru, Karnataka
560048
For further assistance contact

*Please note that individual compensation is personal and confidential. Sharing this information with anyone within or outside the organisation, will be considered as violation of Group Values.



Offer Annexure

Name : Abhishek V			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
(B)	Annual Payments	14980	
	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
	TOTAL COST TO COMPANY	287544	
	Net Take Home	20962	



Date: 20-03-2024

Mr. Anand S

LETTER OF OFFER

Dear Anand S,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **-26-03-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

with Regards,



Senior Recruitment Officer

Britannia.Limited (HR Department)
17th Floor, Whitefield Main Road,
Mahadevapura, Bengaluru, Karnataka
560048
For further assistance contact

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Offer Annexure

Name : Anand S			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
(B)	Annual Payments	14980	
	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
	TOTAL COST TO COMPANY	287544	
	Net Take Home	20962	



Date: 20-03-2024

Mr. B Praveen Kumar Patil

LETTER OF OFFER

Dear B Praveen Kumar Patil ,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **-26-03-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

with Regards,



Senior Recruitment Officer

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Mahadevapura, Bengaluru, Karnataka
560048
For further assistance contact

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Offer Annexure

Name : B Praveen Kumar Patil			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
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	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
	TOTAL COST TO COMPANY	287544	
	Net Take Home	20962	



Date: 20-03-2024

Mr. Bhuvanesh K M

LETTER OF OFFER

Dear Bhuvanesh K M ,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **-26-03-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

with Regards,



Senior Recruitment Officer

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560048
For further assistance contact

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Offer Annexure

Name : Bhuvanesh K M			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
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	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
TOTAL COST TO COMPANY		287544	
Net Take Home		20962	



Date: 20-03-2024

Mr. Darshan S B

LETTER OF OFFER

Dear Darshan S B,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **-26-03-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

with Regards,



Senior Recruitment Officer

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560048
For further assistance contact

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Offer Annexure

Name : Darshan S B			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
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(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
	TOTAL COST TO COMPANY	287544	
	Net Take Home	20962	



Date: 20-03-2024

Mr. Dileep K R

LETTER OF OFFER

Dear Dileep K R ,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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For further assistance contact

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Offer Annexure

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Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
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	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
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	Gratuity	5713	
TOTAL COST TO COMPANY		287544	
Net Take Home		20962	



Date: 20-03-2024

Mr. Girish Babu B S

LETTER OF OFFER

Dear Girish Babu B S ,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **-26-03-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

with Regards,



Senior Recruitment Officer

Britannia.Limited (HR Department)
17th Floor, Whitefield Main Road,
Mahadevapura, Bengaluru, Karnataka
560048
For further assistance contact

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Offer Annexure

Name : Girish Babu B S			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
(B)	Annual Payments	14980	
	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
TOTAL COST TO COMPANY		287544	
Net Take Home		20962	



Date: 20-03-2024

Mr. Jayanth N

LETTER OF OFFER

Dear Jayanth N,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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with Regards,



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Offer Annexure

Name : Jayanth N			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
(B)	Annual Payments	14980	
	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
	TOTAL COST TO COMPANY	287544	
	Net Take Home	20962	



Date: 20-03-2024

Mr. Jeevan R

LETTER OF OFFER

Dear Jeevan R,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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Offer Annexure

Name : Jeevan R			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
(B)	Annual Payments	14980	
	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
	TOTAL COST TO COMPANY	287544	
	Net Take Home	20962	



Date: 20-03-2024

Mr. Karthik S

LETTER OF OFFER

Dear Karthik S,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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with Regards,



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Offer Annexure

Name : Karthik S			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
(B)	Annual Payments	14980	
	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
	TOTAL COST TO COMPANY	287544	
	Net Take Home	20962	



Date: 20-03-2024

Mr. Keerthi Kumar M

LETTER OF OFFER

Dear Keerthi Kumar M ,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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Offer Annexure

Name : Keerthi Kumar M			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
(B)	Annual Payments	14980	
	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
	TOTAL COST TO COMPANY	287544	
	Net Take Home	20962	



Date: 20-03-2024

Mr. Mahesh S

LETTER OF OFFER

Dear Mahesh S,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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with Regards,



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Offer Annexure

Name : Mahesh S			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
(B)	Annual Payments	14980	
	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
	TOTAL COST TO COMPANY	287544	
	Net Take Home	20962	



Date: 20-03-2024

Mr. Manoj K C

LETTER OF OFFER

Dear Manoj K C ,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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Offer Annexure

Name : Manoj K C			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
(B)	Annual Payments	14980	
	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
	TOTAL COST TO COMPANY	287544	
	Net Take Home	20962	



Date: 20-03-2024

Mr. Nandan D

LETTER OF OFFER

Dear Nandan D,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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Offer Annexure

Name : Nandan D			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
(B)	Annual Payments	14980	
	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
TOTAL COST TO COMPANY		287544	
Net Take Home		20962	



Date: 20-03-2024

Mr. Prajwal M

LETTER OF OFFER

Dear Prajwal M ,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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Offer Annexure

Name : Prajwal M			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
(B)	Annual Payments	14980	
	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
TOTAL COST TO COMPANY		287544	
Net Take Home		20962	



Date: 20-03-2024

Mr. Prasanna M K

LETTER OF OFFER

Dear Prasanna M K ,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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Offer Annexure

Name : Prasanna M K			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
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	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
TOTAL COST TO COMPANY		287544	
Net Take Home		20962	



Date: 20-03-2024

Mr. Praveen Kumar

LETTER OF OFFER

Dear Praveen Kumar,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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Offer Annexure

Name : Praveen Kumar			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
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	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
TOTAL COST TO COMPANY		287544	
Net Take Home		20962	



Date: 20-03-2024

Mr. Raju S

LETTER OF OFFER

Dear Raju S ,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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Offer Annexure

Name : Raju S			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
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	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
TOTAL COST TO COMPANY		287544	
Net Take Home		20962	



Date: 20-03-2024

Mr. Siddappa M

LETTER OF OFFER

Dear Siddappa M,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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Offer Annexure

Name : Siddappa M			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
(B)	Annual Payments	14980	
	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
	TOTAL COST TO COMPANY	287544	
	Net Take Home	20962	



Date: 20-03-2024

Mr. Siddesh G S

LETTER OF OFFER

Dear Siddesh G S ,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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Offer Annexure

Name : Siddesh G S			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
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	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
	TOTAL COST TO COMPANY	287544	
	Net Take Home	20962	



Date: 20-03-2024

Mr. Suhas N

LETTER OF OFFER

Dear Suhas N ,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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Offer Annexure

Name : Suhas N			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
(B)	Annual Payments	14980	
	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
TOTAL COST TO COMPANY		287544	
Net Take Home		20962	



Date: 20-03-2024

Mr. Sunil K S

LETTER OF OFFER

Dear Sunil K S,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

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Offer Annexure

Name : Sunil K S			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
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(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
TOTAL COST TO COMPANY		287544	
Net Take Home		20962	



Date: 20-03-2024

Mr. Vishwa M

LETTER OF OFFER

Dear Vishwa M,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **-26-03-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

with Regards,



Senior Recruitment Officer

Britannia.Limited (HR Department)
17th Floor, Whitefield Main Road,
Mahadevapura, Bengaluru, Karnataka
560048
For further assistance contact

*Please note that individual compensation is personal and confidential. Sharing this information with anyone within or outside the organisation, will be considered as violation of Group Values.



Offer Annexure

Name : Vishwa M			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
(B)	Annual Payments	14980	
	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
	TOTAL COST TO COMPANY	287544	
	Net Take Home	20962	



Date: 20-03-2024

Mr. Yashanth R

LETTER OF OFFER

Dear Yashanth R ,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “Coordinator” at Job Band “Staff” at a Cost to the Company of **Rs.2,87,544/-**(Rupees **TwoLakh Eighty Seven Thousand Five Hundred Forty Four only**). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **-26-03-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

with Regards,



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560048
For further assistance contact

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Offer Annexure

Name : Yashanth R			
Designation : Coordinator			
Department: WH Asst			
Band : Staff			
DOJ: 26-March-2024			
	Salary Heads	Payment Monthly	Annually
	Basic	20768	249216
	HRA	3959	47509
	Adhoc Allowance	2235	26823
	Gross Per Month (GPM)	23962	
(A)	Gross Per Annum (GPA)	287544	
(B)	Annual Payments	14980	
	Bonus/Ex-Gratia	14980	
(C)	Retirals	23184	
	Company Contribution to PF	17471	
	Gratuity	5713	
TOTAL COST TO COMPANY		287544	
Net Take Home		20962	