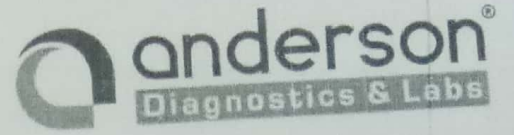


**Anderson Diagnostic Services Pvt. Ltd.**

Admin Office : A12, First Floor, 36 Carat, #950, Poonamallee High Road,  
Chennai - 600 084. Phone : 044 - 43539444  
E-mail : info@andersondiagnostics.com  
www.andersondiagnostics.com



14-Dec-2021

Mrs. Soundarya. N,  
#92, 2<sup>nd</sup> Cross, Pragathi-pura,  
Banashankari,  
Bangalore-560078.

Dear Mrs. Soundarya N,

**SUB: OFFER OF EMPLOYMENT**

With reference to your application and subsequent interview, we have pleasure in offering you the position of "Admin Executive"

Your monthly gross salary will be Rs.17000/- (sub to PF,ESI,PT deductions) and you will be reporting to "Territory Manager".

Your appointment will take effect from the date of joining, which is not later than Dec 17, 2021. We will be pleased to issue your appointment order on your joining date in confirmation with your Submission of Original certificates.

Anderson Diagnostic Services Pvt Ltd offers immense opportunity for growth, which depends entirely upon your performance and contribution.

We take this opportunity of welcoming you to Anderson Family for a long and fruitful association and invite you to participate in the enriching experience of building the organization towards greater heights of achievement.

Wish you good luck.

Yours Sincerely,

For Anderson Diagnostic Services Private Ltd

*S. Kiruthika*

Ms. Kiruthika. S  
HR Manager



I hereby accept this offer and confirm that I would be joining the company on or before \_\_\_\_\_

Name:

Date:



Date: 03/12/2021

Ref: VPPL/Staff/YM/VP-75

**Ms. Yogitha M**

D/o. Mallesh B

No. 34, Gopalappa Building, 16<sup>th</sup> Cross,  
2<sup>nd</sup> Main, Gopalappa Layout, Audgodi,  
Bangalore-560030

Mob: +91-9019886967 / 9886135395

E mail: [ammuyogi72@gmail.com](mailto:ammuyogi72@gmail.com)

Dear Ms. Yogitha M,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as "**Sales Co Ordinator**" in our Organisation w.e.f 03/12/2021 on the following terms and conditions subject to your reporting for duty.

1. **Designation** : "**Sales Co Ordinator**"
2. **Date of joining** : 03/12/2021
3. **Gross Salary** : You will be paid a salary of **Rs. 18,000/-**  
(Rupees Eighteen thousand only)
  - a. Basic + DA : Rs. 10,800/-
  - b. HRA : Rs. 4,320/-
  - c. Conveyance : Rs. 1,600/-
  - d. FBP : Rs. 1,280/-

**4. Job Responsibilities:**

Preparation of letters, quotations, proforma invoices. Maintenance of MIS reports. Maintenance and filling of Purchase Orders and related documents. Co Ordinating with Sales Engineers regarding their daily activities. Answering Telephone calls, screening and forwarding calls and emails.

**5. Probation period:**

You will be on probation for 6 months from the date of commencement of your service. Your probation period may be extended at the company's discretion. Based on your performance you will be confirmed in writing in the service of your successful completion of the probation period. Unless you are confirmed in writing at the end of the probation period or any extension thereof, you will continue to remain in probation.

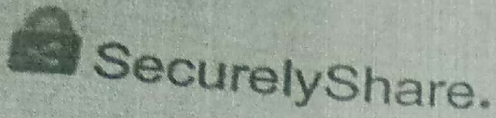
**6. Transferability:**

During the period of your service, you will be liable to be transferred to any place in our organization or to any Division or Associates of our company, existing or to be formed in future or to any of our Group of companies in any place, if required.

**7. Annual Leave and other leave:**

As applicable to the staff as per the leave rules of the company.





Date: 05<sup>th</sup> Sep 2021

To,  
Aishwarya K.,

Congratulations! We are pleased to confirm our offer of employment at Securelyshare.

The details of our offer, including the terms and conditions of your employment, are attached as Schedule "A".  
Your annual offer is as below:

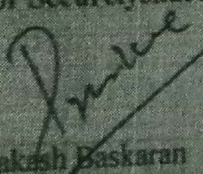
Details	Amount in Rs.
Fixed Salary	2,10,000
PF (Employers Contribution)	12,600
Target Incentive	10,500
Non-Cash Benefits (Insurance & Gratuity)	17,047
<b>Total CTC</b>	<b>2,50,147</b>

Accepting employment will be conditional upon agreeing to and signing the attached copy of this letter and the attached Schedule(s), initialing each page in the right-hand corner, and returning it to us upon your earliest convenience.

Welcome to the SecurelyShare family! We wish you a long and fruitful career with the Company.

Your faithfully,

For Securelyshare Software Private Limited

  
Prakash Baskaran  
Director



**SECURELYSHARE SOFTWARE PRIVATE LIMITED**

Regd. Off: 179, Adarsh Vista, Basavanagar Main Road, Vibhuthipura, Bangalore 560037, Karnataka, India

Corp. Off: 1133, Anand Embassy, 100 Feet Road, Indiranagar, Bangalore 560038, Karnataka, India

CIN: U72100KA2013PTC069529



<b>OTHER BENEFITS</b>	
<b>Benefit Name</b>	<b>Benefit Details</b>
Group Medical Insurance for Out - Patient claims	# INR 70,000 for first 2 years of joining in IKEA; # INR 90,000 after completing 2 financial years in IKEA # Floater policy for family and self (Family : Spouse/Partner, Parents, Parents in Laws, 2 Dependant Children age less than 25, 2 Dependant Siblings age less than 25)
Group Medical Insurance for In - Hospitalization claims	# INR 500,000 # Floater policy for family and self (Family : Spouse/Partner, Either Parents or Parents in Laws, 2 Dependant Children age less than 25)
Group Personal Accident Cover	# 2 times of Annual CTC (minimum cover - INR 500,000; maximum cover - INR 8,000,000)
Group Term Life	# 3 times of Annual CTC (minimum cover -INR 800,000; maximum cover - INR 30,000,000) For co-workers whose Annual CTC is more than INR 1Cr, coverage can be increased to 3 times CTC subject to medical test and underwriting approval from Insurer
Gratuity	As per law
TACK - IKEA Group Loyalty Program	Through Tack! all eligible co-workers get an extra contribution to their pension funds in appreciation of their loyalty and contribution. This is as per the global profits for the year and there is an accrual for first 5 completed FY. Post which the contribution is done to the pension account on an annual basis.
Day Care Centre for Kids	The Day Care Centre shall be open for infants and toddlers as per policy (Inhouse/Vendor Partner depending on the location).
IKEA Co-Worker Discount	A staff discount of 15% on the retail price shall be applicable to IKEA co-workers in all IKEA offline and online stores . Taxes as applicable will be borne by the co-worker.
<p><b># The above is a snapshot of the common benefits provided, please refer to the respective policy documents for details.</b></p> <p><b># The Rules are subject to modifications and amendments, from time to time, at the discretion of the company.</b></p> <p><b># IKEA at its sole discretion, alter, amend or discontinue any of these benefits at anytime to comply with statutory provisions</b></p>	

Regd Off:  
Northern Operating Services Pvt. Ltd.  
2<sup>nd</sup> Floor, RMZ Ecospace, Campus 1C,  
Sarjapur Outer Ring Road  
Bangalore, 560 103,  
Karnataka, India.  
Main - +91 (80) 4017 8500  
CIN – U72300KA2005PTC048089

SEZ Unit:  
Northern Operating Services Pvt. Ltd.  
Tower A, 13<sup>th</sup> to 16<sup>th</sup> Floor,  
EON Free Zone- II,  
EON Kharadi Infrastructure Pvt. Ltd. – SEZ,  
Survey No.72/2/1, Kharadi, Pune – 411 014,  
Maharashtra, India.  
Main - +91(20) 48538200



**Date: 08-March-2022**

## **Letter of Intent**

**Dear Thummala Kusuma,**

Further to your job application and subsequent interview with our recruitment panel, we are delighted to offer you employment with **Northern Operating Services Private Limited** ("Northern") as "**Analyst I**", in our **Bangalore** office. The duties and responsibilities of the position are as outlined in your meeting with the interview panel. This letter of intent is a mutual agreement between Northern and you for employment at Northern. Brief details of your employment terms are outlined below. A detailed offer letter will be sent to you closer to your joining date.

Date Of Joining	Will be Confirmed by HR as appropriate date approaches.
Salary	Your Annual Fixed Pay will be <b>₹ 306,987</b> payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in Annexure
Retirals	You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements.
Benefits	You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: <ul style="list-style-type: none"><li>• Northern provides transport to all its employees or a transportation allowance under the Transport Opt out Scheme</li><li>• Private Health Insurance for self, spouse, children and either of parents or parents in law;</li><li>• Accident insurance and</li><li>• Life assurance</li></ul>
Conditional Offer	Your appointment as " <b>Analyst I</b> " with Northern is conditional upon: <ol style="list-style-type: none"><li>1. You submitting your convocation/graduation certificate and/or course completion certification along with all semester mark sheets within six months from the date of joining Northern; failing to do so may amount to Northern taking corrective action which could lead to you being terminated from Northern</li><li>2. Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;</li></ol>



Regd Off:  
Northern Operating Services Pvt. Ltd.  
2<sup>nd</sup> Floor, RMZ Ecospace, Campus 1C,  
Sarjapur Outer Ring Road  
Bangalore, 560 103,  
Karnataka, India.  
Main - +91 (80) 4017 8500  
CIN – U72300KA2005PTC048089

SEZ Unit:  
Northern Operating Services Pvt. Ltd.  
Tower A, 13<sup>th</sup> to 16<sup>th</sup> Floor,  
EON Free Zone- II,  
EON Kharadi Infrastructure Pvt. Ltd. – SEZ,  
Survey No.72/2/1, Kharadi, Pune – 411 014,  
Maharashtra, India.  
Main - +91(20) 48538200



	<ol style="list-style-type: none"> <li>3. Receipt of written references;</li> <li>4. Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.);</li> <li>5. You are not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern;</li> <li>6. Your providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, non-hire agreements, and other restrictive contracts you may have entered into with former employers.</li> <li>7. Achieving and maintaining an acceptable standard for compliance purposes;</li> <li>8. Written acceptance of this letter of Intent.</li> </ol>
<p>Working Hours &amp; Leave</p>	<p>Your working hours and annual Leave shall be as per Northern policy and is detailed in the ‘Statement of Terms of Employment’ and ‘Northern Trust India Employee Handbook’. Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours a week. Please note that your login time may vary according to business needs, including modifications during daylight savings time. The 40-hour work week does not include an additional one-hour lunch break to which employees are entitled each workday. You may be required to work a shift pattern 5 days a week. In working a shift pattern you may also be required to work a night shift. Your hours of work may be subject to variation, depending on the schedule operated by your department which you will be notified of, from time to time, in writing. Subject to the shift pattern you work, you may be eligible for a shift allowance which you will be notified about as well. You should note that your entitlement to paid holiday and shift allowance may increase or decrease in the event that your pattern of work is altered. Employees may be required to work overtime. In such a case they will be compensated as per the provisions in the law.</p>
<p>Probation &amp; Notice Periods</p>	<p>The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with Northern Operating Services Private Limited will be considered to have been successfully</p>



Regd Off:  
Northern Operating Services Pvt. Ltd.  
2<sup>nd</sup> Floor, RMZ Ecospace, Campus 1C,  
Sarjapur Outer Ring Road  
Bangalore, 560 103,  
Karnataka, India.  
Main - +91 (80) 4017 8500  
CIN – U72300KA2005PTC048089

SEZ Unit:  
Northern Operating Services Pvt. Ltd.  
Tower A, 13<sup>th</sup> to 16<sup>th</sup> Floor,  
EON Free Zone- II,  
EON Kharadi Infrastructure Pvt. Ltd. – SEZ,  
Survey No.72/2/1, Kharadi, Pune – 411 014,  
Maharashtra, India.  
Main - +91(20) 48538200



	<p>completed after of six months or you will be advised in writing, if the Company decides to extend your probationary period. During your probationary period, initially of six months or any extended length of time, your notice entitlement will be one week, to be given by either party, prior to termination of the appointment. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 60 prior to termination of the appointment</p>
--	--



Regd Off:  
Northern Operating Services Pvt. Ltd.  
2<sup>nd</sup> Floor, RMZ Ecospace, Campus 1C,  
Sarjapur Outer Ring Road  
Bangalore, 560 103,  
Karnataka, India.  
Main - +91 (80) 4017 8500  
CIN – U72300KA2005PTC048089

SEZ Unit:  
Northern Operating Services Pvt. Ltd.  
Tower A, 13<sup>th</sup> to 16<sup>th</sup> Floor,  
EON Free Zone- II,  
EON Kharadi Infrastructure Pvt. Ltd. – SEZ,  
Survey No.72/2/1, Kharadi, Pune – 411 014,  
Maharashtra, India.  
Main - +91(20) 48538200



### Salary Break up Annexure

**Name:** Thummala Kusuma

**Date:** 08-March-2022

Salary Component	Amount
Basic	₹ 112,000
House Rent Allowance	₹ 44,800
Flexible Cash Component	₹ 123,200
Total Fixed Pay (TFP)	₹ 280,000
<b>Retirals</b>	
Employer's contribution to PF	₹ 21,600
Gratuity	₹ 5,387
<b>Sub Total</b>	₹ 26,987
<b>Annual Fixed Pay (TFP + Retirals)</b>	<b>₹ 306,987</b>
<b>Monthly Gross</b>	<b>₹ 23,333</b>

### **Northern Operating Services Private Limited**

*Note: This is a System Generated Document and does not require physical signature.*

*This document contains confidential information. If you are not the intended recipient, you are not authorized to use or disclose it in any form. If you have received this in error, please destroy it along with any copies and notify the sender immediately.*

My signature below or my electronic acknowledgment indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

Name & Email Address : Thummala Kusuma , kusuma082001@gmail.com

Start Date: Will be Confirmed by HR as appropriate date approaches.





19-May-2022

AMREEN .

Bannerugatta road Bangalore 560083 Bannerugatta road Bangalore 560083, Bengaluru / Bangalore, Karnataka, India

Mobile No: +91-9353639188

E-mail ID: rv19bcm079.nmkrv@rvei.edu.in

Dear AMREEN .,

**Offer letter: Business Development Executive - CASA - Delhi**

1. With reference to your application for appointment and subsequent interview, we are pleased to offer you the position of **Business Development Executive - CASA - Delhi** on the terms and conditions given in the succeeding paras.

**Posting**

2. **Place of Posting:** You will be posted initially at **New Delhi office Delhi**. However, you will also be subjected to transfers to any of the branches/ offices of the Bank solely at its discretion.

3. **Date of Joining:** As discussed, you are required to join for duty latest by **20-Jun-2022**. The date on which you join the above office / branch will be reckoned as your date of joining in the service of the Bank.

4. **Reporting:** The position will report to the **RAKESH RAI**. However, your title, responsibilities and reporting lines can be changed at any point of time based on organizational necessity and as decided by the Board and / or Management acting in the best interest of the Bank.

**Compensation**

5. You will be eligible for a consolidated pay on Cost to the Company (CTC), basis of Rs **2,50,000.00(Two Lakhs Fifty Thousand ) per annum**. The detailed salary structure is attached at **Appendix A**.

6. Your salary is confidential and should not be discussed with anyone other than your reporting authority and HR Department.

**Probation and Confirmation**

7. You will be on probation for a period of One Year. Your performance will be evaluated regularly, and the Bank at its discretion, may confirm your service, on successful completion of probation period.

8. The Bank is at liberty to extend your probation period for any further period or terminate your services without notice or without assigning any reason whatsoever.

**Performance**

9. Attainment/achievement of key deliverables are the primary consideration for your recruitment and employment. You are, therefore, required to continuously improve your performance and excel in your profession in the service of the Bank. You will be subject to a performance review, as per policy of the Bank. You will be given increment and opportunity for promotion, subject to availability of vacancy and policy of the Bank, at the sole discretion of the Bank.

10. The Bank reserves the right to terminate your services in the event of under-performance of your duties, responsibilities and key deliverables.

### Testimonials

11. You are required to submit the documents during onboarding process. You will also be required to produce the original certificates for verification on the first day of joining.

### Leave

12. In addition to the statutory and Bank/public holidays in India and any other holidays declared by the Bank, you will be eligible of leave as per Leave and Working Hours Policy for CTC staff. This includes 12 days of Casual Leave, 10 days Sick Leave on pro-rata basis.

13. You will also be eligible for Earned Leave of 24 days on completion of 12 months of service; Maternity Leave of 182 days / 7 days of Paternity Leave as per eligibility specified, as per Leave and Working Hours Policy for CTC staff.

14. Your employment is liable to be terminated if you absent yourself from the services of the Bank, without prior written permission or overstay of sanctioned leave, except in cases of medical exigencies duly supported by medical certificate.

### Reference Check and Background Verification

15. This offer of appointment is subject to obtaining satisfactory responses to reference checks.

16. Your employment in the Bank is also subject to satisfactory verification of the certificates, testimonials and personal particulars/credentials submitted by you. The Bank reserves the right to carry out a background check (including criminal history record search, medical history search, education & previous employment and personal details verification) through nominated third party/agencies.

17. In the event that such verification or background search reveals any discrepancy in the statement(s) made in your application for employment or bio data/curriculum vitae submitted to the Bank, your appointment shall be deemed to be invalid and you shall be liable to be discharged from your services by the Bank forthwith.

### Resignation / Termination of Service

18. You shall provide 90 Days notice, should you wish to resign from the services of the Bank. Date of relieving will be at the sole discretion of the Bank.

19. You will not be permitted to adjust any accumulated leave in your credit including accruals against the notice period.

20. In addition to what has already been mention in the foregoing, your service with Bank are liable to be terminated:

(a) By giving 90 days' notice or notice pay in lieu thereof.

(b) Any breach of the conditions mentioned in this letter on your part.

(c) Any breach of the instruction/guidelines/circulars issued by the Bank, the RBI and regulators as applicable or made applicable to you from time to time.



## Code of Conduct

**21. Confidentiality:** In the course of employment with the Bank, you may receive or be made privy to confidential and proprietary information including information relating to the Bank, its customers, licensors that is not publicly available, trade secrets, salary details of the employees and property protected by intellectual property rights. You shall not, directly or indirectly, during the tenure of your employment with the Bank or thereafter, reveal, disclose or make known to the public or any person, entity, or use for your own benefit or the benefit of any third person any confidential information acquired during the course of employment. Any information that you obtain from time to time regarding the Bank's processes, methods or business practices and client information etc., should be treated as being of the utmost confidential character and you shall not divulge any such information to anyone, unless authorized by a Competent Authority. You will return all documents, papers etc., relating to the affairs of the Bank or any other material that you may have in your possession on termination / resignation / absconding of service from either side. Any confidential information regarding the Bank or its customers acquired during the course of your duties should not be used by you in any context, while in service and /or after the termination / resignation / absconding of service. The Bank is entitled to take legal action on any breach of the above obligation by you.

**22. Exclusivity:** During the period of your employment with the Bank, you shall exclusively serve the Bank and will not engage or become interested, directly or indirectly, with or without remuneration, in any trade, business, occupation, employment, service or calling whatsoever nor will undertake any activities which are or will be contrary to or conflict with interests of the Bank and/or your duties and obligations to the Bank.

**23. IT Security Practice & Procedures:** During the service with the bank, you will adhere to the IT Security Practices & Procedures as prescribed by Bank. Any instances of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

**24. Membership in Other Organisations:** During the period of your employment with the Bank, you will not seek membership of any local or public body or political organization without obtaining prior permission in writing from the Board or its delegated authorities.

**25.** During the course of your services with Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of termination by the Bank.

**26.** During the period of your service with Bank you will not take part in nor organise any demonstration/agitation against Bank and its official(s) either on your behalf or on behalf of other persons either inside the Bank or otherwise, any external bodies/political outfits- either as a member or as sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of Bank would amount to breach of employment contract leading to initiation of appropriate action.

**27. Non-Competition:** As by virtue of your position in the Bank, you will be privy to business sensitive, strategic and confidential information of the Bank, you will need to agree that during the term of your service with the Bank, you shall not be entitled to directly or indirectly, run, operate, control, be employed by or provide any services to any competitor of the Bank in India or elsewhere. During the term of your service with the Bank, you shall under no circumstances be employed in or work for or operate or participate, either directly or indirectly, in a business which is directly or indirectly in the same line of business with any Bank / Financial Institution.

**28.** In the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of 6 months from the date of such cessation, directly or indirectly, either your own accord or in conjunction with any other person(s) or organization refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associates to leave their current employment with the Bank to join the services of your new employer/organization or any other competitor of Bank. Any such act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by Bank.

**29.** Please note that while joining the services of the Bank and during the term of employment with Bank, you would be required to notify the Bank immediately with the details of civil or criminal cases instituted against you in any court of law or any complaint / show cause notice/prosecution with/by any police station or by any statutory authority, as also you will notify any outcome of such complaint like filing of chargesheet/arrest/conviction/acquittal/discharge. Any act in breach of this term would entail initiation of

appropriate action as deemed fit by Bank.

30. The Bank expects resolution of issues relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. Please note that any attempt to bring any outside influence – directly or indirectly – upon any authority to further your interest(s) in respect of matters pertaining to your services with Bank would breach of employment contract leading to initiation of appropriate action.

31. During the Bank's employment term, you will not indulge in acts of commission/omission which maybe prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

32. You will abide by the policies, rules and regulations and internal guidelines of the Bank, which are in force, and any additions and / or alterations that may be made thereto from time to time, by the Management.

33. At the sole discretion of the Bank, your services are liable to be terminated without any notice or salary in lieu thereof in the event of your involvement in any serious misconduct, misdemeanor, or any offence which may or may not be directly connected with the business of the Bank.

34. **Dress Code:** You shall always maintain a business like formal dress code and appearance, in tune with the policy / norms of the Bank.

35. You will be bound by the instruction / guidelines/ circulars issued by the Bank, RBI and regulators from time to time.  
You will keep Bank informed of any change in your residential address/contact details.

#### Acceptance of the Offer Letter

36. If you are agreeable to the terms and conditions of this Offer letter, please accept the same through your account on career portal.

37. We look forward to your joining Team CSB.

Thanking you,  
Yours Sincerely,

A handwritten signature in blue ink, appearing to read "Vastav Pandya".

(Vastav Pandya)  
Human Resources  
For CSB Bank



APPENDIX – A

Compensation and Benefits

Name: **AMREEN .**

Designation: **Business Development Executive - CASA - Delhi**

Pay Component	Monthly Amount	Annual Amount
<b>CTC</b>		
<b>Gross Salary</b>	<b>19792</b>	<b>237500</b>
Basic & DA	10416	125000
HRA	5209	62500
Conveyance	250	3000
Education Allowance	200	2400
Bonus	1500	18000
Medical Allowance	250	3000
Canteen Allowance	250	3000
Special Allowance	1404	16850
CCA	313	3750
<b>Retirals</b>	<b>1041</b>	<b>12500</b>
NPS (10% of Basic Pay)	1041	12500
Total (Retiring Benefits)	1042	12500
<b>Total CTC</b>	<b>20833</b>	<b>250000</b>
<b>Total CTC</b>	<b>20833</b>	<b>250000</b>

**Notes:**

- (a) \*Bonus includes statutory bonus, if any, as applicable as per policy
- (b) The incentive/ Performance bonus will be entitled, as applicable for the post, as per the policy of the Bank
- (c) CCA will be based on the place of posting
- (d) Gratuity will be paid as per Gratuity Act 1972
- (e) Professional Tax, Income Tax, and other deductions will be made as per statute.
- (f) You will be covered under medical insurance as per Bank policy



(Vastav Pandya)  
Human Resources  
For CSB Bank



IKEA/FY21/RTIN/BLR

**16<sup>th</sup> April 2022**

**Rajeshwari C R,**

Sub: Offer Letter

In continuation to our discussions, we are pleased to offer you the position of **Sales Co-worker** on weekly contract basis at **IKEA Nagasandra** as per the below contract details:

**Contract Type:** 16 hours per week

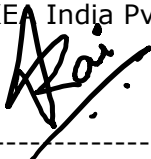
Your Monthly Gross Salary will be **INR 12,043** (Twelve Thousand and Forty Three) which is equivalent to **Annual CTC of INR 1,78,159** as per the attached break-up (**Appendix**)

After receiving your acceptance of the above, a formal letter of Appointment will be given to you on the first day of your joining IKEA. We seek your confirmation on this offer till **23<sup>rd</sup> April 2022** or else it is deemed void.

This offer is valid with the condition that your Background Verification is positive.

Yours sincerely,

For IKEA India Pvt Ltd



**Vinaya Rai**

**Unit People & Culture Manager**

**Authorized Signatory**

I hereby accept this offer as a \_\_\_\_\_ on the terms and conditions stipulated in this letter and confirm to join IKEA from \_\_\_\_\_.

Date.....

(Signature)



**Compensation Layout**

Name	Rajeshwari C R
Designation	Sales Co-worker
Department	Sales
Location	Bangalore Store

**Annexure I - Compensation Details**

	Components	Monthly (INR)	Annual Component (INR)
A	Basic Salary	12,043	144,516
B	HRA	-	
C	LTA (Paid Annually)		
D	Conveyance Allowance	-	
E	Special Allowance	-	-
<b>F</b>	<b>Annual Guaranteed Cash** (AGC = A+B+C+D+E)</b>	<b>12,043</b>	<b>144,516</b>
G	One IKEA Bonus*** (on 100% target achievement)	Annual Component	12,043
<b>H</b>	<b>Total Annual Cash (F+G)</b>	<b>12,043</b>	<b>156,559</b>
I	Employer's contribution to PF	1,800	21,600
<b>J</b>	<b>Cost to Company (CTC = H+I)</b>	<b>13,843</b>	<b>178,159</b>

\*\*Annual Guaranteed Cash is Gross. Statutory deductions (PF, Professional Tax, ESIC etc.) and tax will be deducted from Gross AGC, as applicable.

\*\*\* Our Annual Bonus programme is called One IKEA Bonus (OIB). The actual amount of OIB payout will be determined under the terms of the One IKEA Bonus global policy and may vary depending on the company's performance. The bonus is payable annually and is contingent on you being employed with the company on or before 1st March of a year. The amount specified above is on achieving 102% performance target

Note: IKEA at its sole discretion, alter, amend or discontinue any of these benefits at anytime to comply with statutory provisions.