

M. S. Brumba
Authorised Signatory
Mrs. M. S. Brumba

AGREEMENT FOR
BACKGROUND VERIFICATION

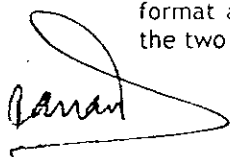
This Agreement for Background Verification made on this 12th day of October 2013
BETWEEN Think Glory India Solutions Private Limited Company incorporated under the
Companies Act 1956 having its office Atrium Hotel, V-405, Shooting Range Road, Faridabad-
121001 Delhi NCR (Which terms shall unless repugnant to the context includes its successors
in interest) herein after referred to as the First Party.

AND

PAMAC Finserve Private Limited Company incorporated under the Companies Act 1956
having its registered office at PAMAC Finserve Private Limited, A-21, Shriram Industrial
Estate, 13. G.D. Ambekar Road, Wadala, Mumbai-400 031 (Which terms shall unless
repugnant to the context includes its successors in interest) herein after referred to as the
Second Party.

Now this Agreement Witnesses as follows:

1. The Second Party will provide Background Verifications to the First Party. The Staff deployed for providing the verifications will coordinate with the designated company officer authorized by the First Party in writing.
2. Adequate supervision will be provided by the Second Party to ensure correct performance of the said Background Verifications in accordance with document provided as part of the Agreement.
3. The First Party to pay to the Second party charges for the services rendered by the Second Party as per ANNEXURE-A. In addition, Service Tax will be paid by the First Party as per GOI notification from time to time.
4. The Second Party will submit the First Party Reports, which will be sealed and signed by authorized person of PAMAC for validation of the background verification process for any case.
5. The Second Party will ensure that the entire background verification process for a case is completed as per SLA mentioned in ANNEXURE-A & that it will submit report(s) to the First Party as per manually agreed formats, before or on the said SLA except unavoidable cases due to strike or, holidays in University and Second Party reported the matter to the First Party in advance.
6. The Second Party explicitly confirms the authenticity of any background verification report it submits with the First Party and takes complete responsibility for any discrepancies/ misrepresentation discovered by the First party at a later date.
7. The Second Party confirms that it will not use any company information/ documents/ candidate information provided by the First Party for any other purpose than Background Verification.
8. All work performed by the Second Party, their employees, agents and/or contractors shall be 'Work for Hire' and the title and all ownership and proprietary right (including all forms of intellectual property) to and in the Services shall belong to and vest absolutely and exclusively in the First Party.
9. At the end of each Background Verification case, the Second Party shall return all proprietary material which he or she may have used or had access to during the execution of the case.
10. The Second Party shall perform all Services hereunder as an service provider and nothing contained herein shall be deemed to create any association, partnership, joint venture or relationship of principal and agent or master and servant or employer and employee between the parties hereto or any affiliates or subsidiaries thereof or to provide either party with the right, power or authority, whether express or implied to create any such duty or obligation on behalf of the other party. Service provider acknowledges that its rendering of Services is solely within its own control subject to the terms and conditions agreed upon and agrees not to hold itself out to be employee, agent or servant of the first party or any subsidiary or affiliate thereof.
11. The Second Party shall not assign or sub-contract the work of performing and providing services required to be provided by the Second Party under this Agreement without the prior written consent of the First Party.
12. Invoice for the month will be submitted by the Second Party to the First Party by the second working day of the following month and the First Party agrees to make the bill payment within 15 days of the presentation.
13. All necessary reports and other information will be supplied on a manually agreed format and regular interaction will be maintained between the representatives of the two parties for smooth sailing of the Agreement.



14. The contract will deem to come into force w.e.f from 1st October 2013 and shall be valid for a period of Twenty Four Months.
15. This contract shall remain in force till terminated by either Party by giving One Month notice in writing.
16. All payments made by the First Party to the Second Party will be accompanied by a Payment Advice giving complete details of the Payments made.
17. That the Second Party hereby confirms that satisfactory performance and services by the Second Party, under this Agreement are the essence of this Contract. This Agreement is a provision of services and contains the entire understanding of the Parties here, held and supersedes all previous Correspondence/Agreements. Any revision to this Agreement may be made in writing by mutually agreed upon terms and conditions of both the Parties.

18. Jurisdictions and Arbitration -

- a) In case of disputes or differences arising between the Parties hereof, shall be subject matter of Arbitration under the Arbitration and Conciliation Act 1996 and any subsequent related amendments there to unless settled amicably between the Parties hereto referred to arbitration of First Party or any person nominated by them. The arbitration proceedings shall be at Mumbai.
 - b) The decision of the arbitrator on the dispute shall be final and binding on both the Parties.
 - c) Subject to the forgoing, this Agreement is subject to Indian laws and the Courts at Mumbai only shall have exclusive jurisdiction in all matters arising out of this Agreement or any arbitration here under.
19. Neither Party shall be liable for any Breach of this Agreement caused due to the Force Majuere events such as Acts of God, fire, lightning, explosion, flood, inclement weather conditions or any event beyond the control either of the Parties.
20. That without the prejudice to any other provisions contained herein, the Second Party is liable to pay damages in respect of any direct, verifiable loss or damages suffered by the First Party as a direct result of material breach of the Second Party of its contractual obligations.

IN WITNESSES WHEREOF the parties have signed this Background Agreement on this date, month and year first written above in the presence of following Witnesses.

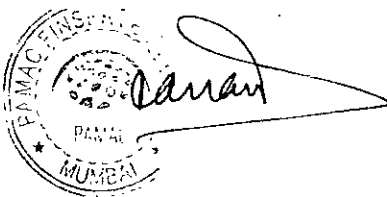
For and on Behalf of the First Party
Think Glory India Solutions Pvt. Ltd.

By:
Name:
Designation:
Date:

Witness:
Name:
Signature:
Address:

For and on Behalf of the Second Party
PAMAC Finserve Pvt Ltd

By:
Name: Prashant Ashar
Designation: Director
Date:



Witness:
Name: Mangesh Hande
Signature: *M. Hande*
Address:

A-21, Shriam Indl. Estate
13, G.D. Ambekar Road,
Wadala, Mumbai - 400031

ANNEXURE - A

Employee Background Check Activity:

Sr. No	Type of Check	Brief Description of the Activity	Rate in Rs. Per Check	TAT
1	Address Check	We will visit at the given address, will confirm the candidate's stay at the given address, and will check with Neighbours about his behaviour and character.	150	3 Days
2	Reference Check	Will call at given references and will check about Candidate's behavior and character.	150	3 Days
3	Employment Check	We will visit at the given company's HR / Accounts / Head of Department, will confirm the existence of the company, candidate employment, Salary drawn, work performance, behaviour and character, Integrity. In case of entry restricted companies we will get it done thorough Email / Tele calling.	300	5 Days
4	Education check	Will check the authenticity of the Mark sheet provided, will try to get written confirmation from university / colleges and we need to pay their official fees for the same. In some of the cases official fees may be high in that case we will take Verbal confirmation / Additional DD Charges will be applicable.	950	10 Days
5	Criminal record check (Oral)	Will visit to the police station of particular jurisdiction as well as CID data will be checked to find out criminal records if any.	500	5 Days
6	Criminal record check (written)	Formal application will be done to get written criminal record along with fees. Candidate may need to visit at Police station for enquiries.	1250	30 Days
7	Court Litigation check	Court records of the respective jurisdiction will be searched, with online Data base check and report will be provided on Advocate's letterhead.	450	3 Days
8	Credit Check	CIBIL Report	300	3 Days
9	Global Database Check	World check report will be given.	450	3 Days
10	Basket Rate	One Address and One Employment check	400	3 Days

NOTES to proposal:

Service Tax as Applicable.

Above rates are applicable for PAMAC Locations only.

Activity will only start once we have a Legal Agreement in place.

Payment terms are considered max 15 days from receipt of bills from our end.

