**Contract Offer**

Dear Ms. Debolina Sen,

Our hiring team at Anodiam was excited to meet and get to know you over our past few interactions. It is my great pleasure to offer you the position at Anodiam in the role of ­­­­­­­Head of Humanities. This fixed-term contract position will start on 01/September/2023 and continue till 31/December/2024. You shall be given subsequent notification if your contract with us, will roll over further.

On behalf of our human resources team, let me invite you to our induction session on the 27th of August, 2023 at 3:00pm, at our office address “Orion Nebula, L-1, Anodiam, N-1/25, Patuli, Kol 94”

Please find detail terms and conditions of this contract in annexure overleaf. Keep enlightening the lives of your students!

Thanks, regards and congratulations!

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**Mr. Anirban Chakrabarty**

**C.E.O.**

Date: 23/August/2023

Place: Kolkata

**Acceptance:** I hereby declare that I have gone through the detailed terms and conditions of this contract offer from Anodiam and completely accept the same in full. I consent Anodiam to make payments for my service at the end of each month through electronic bank transfers into my following bank account:

Full Name (As per Bank Account): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Bank Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Account Number: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

IFSC Code: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Candidate Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_/\_\_\_\_\_\_\_\_\_\_\_\_\_/\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Place: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Annexture I: Terms & Conditions**

1. **Roles and responsibilities:** As the ­­­­­­Head of Humanities, at Anodiam your roles and responsibilities will be as follows:

* As the ­­­­­­Head of Humanities, at Anodiam, you shall remain responsible for mentoring and directing all other teachers in your respective department for the following:
  + Ensuring highest quality standards in education delivery
  + Strategizing and realizing business growth of your department
  + Resolving all impediments towards above
* As ­­Head of Humanities, at Anodiam, you shall be teaching in classes allocated to you. Being part of our extremely quality focused institution, you are expected to provide educational services of the highest quality standards.
* As ­­Head of Humanities at Anodiam, you shall be planning, creating and maintaining study materials and contents which will be provided to our students through the Anodiam app.

1. **Anodiam Policies:** As the ­­­­­­Head of Humanities, at Anodiam you need to abide by the follows policies:

* Service Quality:

<https://drive.google.com/file/d/1G_r3FHIbKvW_MIrk1pjXnWaGsI7cuwu9/view?usp=drive_link>

* Duty of Care:

<https://drive.google.com/file/d/1hfySZSaXL6i4bUkUEeti6EmXvrap2TSS/view?usp=drive_link>

* General Norms:

<https://drive.google.com/file/d/1py8g-mL1CZNGLnQhjhyVZzBF_Oci3IG3/view?usp=drive_link>

* Contract Renewal & Termination: <https://drive.google.com/file/d/1zDsPqdytCvrsidFRuwlRwIOcDfiSvVhz/view?usp=drive_link>
* Holidays and Leaves:

<https://drive.google.com/file/d/15fp6MCw9pUoM4jJ6p09Xdi6DMpdGX6Ky/view?usp=drive_link>

* Privacy & Security:

<https://drive.google.com/file/d/1E236lx8Rxe3Rk1MN-Fz1MyyRX-9S3YQj/view?usp=drive_link>

* Work Health & Safety:

<https://drive.google.com/file/d/1hE466SmEsnU4FuPvb_zQBsLMyWluEaFG/view?usp=drive_link>

You will be briefed about the same in your induction. Further, you may seek constant help & guidance from respective managers in this regard.

1. **Identification Proof:** You are required to submit a copy of your Aadhaar Card as your identification proof.

**Annexture II: Payout Details**

**Mentoring Fees:** As the ­­Head of Humanities, at Anodiam, you shall receive mentoring fees in INR (₹), according to the following tentative chart, on every month, for each class, having the respective number of students. Actual accounts may vary depending upon the classes you actually mentor.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Course Name** | **Student Strength** | | | |
| **50 Plus** | **20 Plus** | **10 Plus** | **5 Plus** |
| **ISC - XII - English** | 1332 | 666 | 333 | 167 |
| **ISC - XII - Bengali** | 1332 | 666 | 333 | 167 |
| **ISC - XII - Hindi** | 1332 | 666 | 333 | 167 |
| **ISC - XII - History** | 1332 | 666 | 333 | 167 |
| **ISC - XII - Geography** | 1332 | 666 | 333 | 167 |
| **ISC - XII - Political Science** | 1332 | 666 | 333 | 167 |
| **ISC - XII - Sociology** | 1332 | 666 | 333 | 167 |
| **ISC - XII - Philosophy** | 1332 | 666 | 333 | 167 |
| **ISC - XII - Psychology** | 1332 | 666 | 333 | 167 |
| **ISC - XI - English** | 1332 | 666 | 333 | 167 |
| **ISC - XI - Bengali** | 1332 | 666 | 333 | 167 |
| **ISC - XI - Hindi** | 1332 | 666 | 333 | 167 |
| **ISC - XI - History** | 1332 | 666 | 333 | 167 |
| **ISC - XI - Geography** | 1332 | 666 | 333 | 167 |
| **ISC - XI - Political Science** | 1332 | 666 | 333 | 167 |
| **ISC - XI - Sociology** | 1332 | 666 | 333 | 167 |
| **ISC - XI - Philosophy** | 1332 | 666 | 333 | 167 |
| **ISC - XI - Psychology** | 1332 | 666 | 333 | 167 |
| **ICSE - X - English** | 932 | 466 | 233 | 117 |
| **ICSE - X - Bengali** | 799 | 400 | 200 | 100 |
| **ICSE - X - Hindi** | 799 | 400 | 200 | 100 |
| **ICSE - X - Geography** | 932 | 466 | 233 | 117 |
| **ICSE - X - EVS** | 799 | 400 | 200 | 100 |
| **ICSE - X - Hist Civics** | 799 | 400 | 200 | 100 |
| **ICSE - IX - English** | 932 | 466 | 233 | 117 |
| **ICSE - IX - Bengali** | 799 | 400 | 200 | 100 |
| **ICSE - IX - Hindi** | 799 | 400 | 200 | 100 |
| **ICSE - IX - Geography** | 932 | 466 | 233 | 117 |
| **ICSE - IX - EVS** | 799 | 400 | 200 | 100 |
| **ICSE - IX - Hist Civics** | 799 | 400 | 200 | 100 |
| **ICSE - VIII - English** | 866 | 433 | 216 | 108 |
| **ICSE - VIII - Bengali** | 733 | 366 | 183 | 92 |
| **ICSE - VIII - Hindi** | 733 | 366 | 183 | 92 |
| **ICSE - VIII - Geography** | 866 | 433 | 216 | 108 |
| **ICSE - VIII - EVS** | 733 | 366 | 183 | 92 |
| **ICSE - VIII - Hist Civics** | 733 | 366 | 183 | 92 |
| **WB - XII - English** | 1332 | 666 | 333 | 167 |
| **WB - XII - Bengali** | 1332 | 666 | 333 | 167 |
| **WB - XII - Hindi** | 1332 | 666 | 333 | 167 |
| **WB - XII - History** | 1332 | 666 | 333 | 167 |
| **WB - XII - Geography** | 1332 | 666 | 333 | 167 |
| **WB - XII - Political Science** | 1332 | 666 | 333 | 167 |
| **WB - XII - Sociology** | 1332 | 666 | 333 | 167 |
| **WB - XII - Philosophy** | 1332 | 666 | 333 | 167 |
| **WB - XII - Psychology** | 1332 | 666 | 333 | 167 |
| **WB - XI - English** | 1332 | 666 | 333 | 167 |
| **WB - XI - Bengali** | 1332 | 666 | 333 | 167 |
| **WB - XI - Hindi** | 1332 | 666 | 333 | 167 |
| **WB - XI - History** | 1332 | 666 | 333 | 167 |
| **WB - XI - Geography** | 1332 | 666 | 333 | 167 |
| **WB - XI - Political Science** | 1332 | 666 | 333 | 167 |
| **WB - XI - Sociology** | 1332 | 666 | 333 | 167 |
| **WB - XI - Philosophy** | 1332 | 666 | 333 | 167 |
| **WB - XI - Psychology** | 1332 | 666 | 333 | 167 |
| **WB - X - English** | 866 | 433 | 216 | 108 |
| **WB - X - Bengali** | 733 | 366 | 183 | 92 |
| **WB - X - History** | 733 | 366 | 183 | 92 |
| **WB - X - Hindi** | 733 | 366 | 183 | 92 |
| **WB - X - Geography** | 866 | 433 | 216 | 108 |
| **WB - IX - English** | 866 | 433 | 216 | 108 |
| **WB - IX - Bengali** | 733 | 366 | 183 | 92 |
| **WB - IX - Hindi** | 733 | 366 | 183 | 92 |
| **WB - IX - History** | 733 | 366 | 183 | 92 |
| **WB - IX - Geography** | 866 | 433 | 216 | 108 |
| **WB - VIII - English** | 799 | 400 | 200 | 100 |
| **WB - VIII - Bengali** | 666 | 333 | 167 | 83 |
| **WB - VIII - Hindi** | 666 | 333 | 167 | 83 |
| **WB - VIII - History** | 666 | 333 | 167 | 83 |
| **WB - VIII - Geography** | 799 | 400 | 200 | 100 |
| **CBSE - XII - English** | 1332 | 666 | 333 | 167 |
| **CBSE - XII - Bengali** | 1332 | 666 | 333 | 167 |
| **CBSE - XII - Hindi** | 1332 | 666 | 333 | 167 |
| **CBSE - XII - History** | 1332 | 666 | 333 | 167 |
| **CBSE - XII - Geography** | 1332 | 666 | 333 | 167 |
| **CBSE - XII - Political Science** | 1332 | 666 | 333 | 167 |
| **CBSE - XII - Sociology** | 1332 | 666 | 333 | 167 |
| **CBSE - XII - Philosophy** | 1332 | 666 | 333 | 167 |
| **WB - XII - Psychology** | 1332 | 666 | 333 | 167 |
| **CBSE - XI - English** | 1332 | 666 | 333 | 167 |
| **CBSE - XI - Bengali** | 1332 | 666 | 333 | 167 |
| **CBSE - XI - Hindi** | 1332 | 666 | 333 | 167 |
| **CBSE - XI - History** | 1332 | 666 | 333 | 167 |
| **CBSE - XI - Geography** | 1332 | 666 | 333 | 167 |
| **CBSE - XI - Political Science** | 1332 | 666 | 333 | 167 |
| **CBSE - XI - Sociology** | 1332 | 666 | 333 | 167 |
| **CBSE - XI - Philosophy** | 1332 | 666 | 333 | 167 |
| **WB - XI - Psychology** | 1332 | 666 | 333 | 167 |
| **CBSE - X - English** | 932 | 466 | 233 | 117 |
| **CBSE - X - Bengali** | 799 | 400 | 200 | 100 |
| **CBSE - X - Hindi** | 799 | 400 | 200 | 100 |
| **CBSE - X - SST - Hist, Geog, Eco, Civics** | 799 | 400 | 200 | 100 |
| **CBSE - IX - English** | 932 | 466 | 233 | 117 |
| **CBSE - IX - Bengali** | 799 | 400 | 200 | 100 |
| **CBSE - IX - Hindi** | 799 | 400 | 200 | 100 |
| **CBSE - IX - SST - Hist, Geog, Eco, Civics** | 799 | 400 | 200 | 100 |
| **CBSE - VIII - English** | 866 | 433 | 216 | 108 |
| **CBSE - VIII - Bengali** | 733 | 366 | 183 | 92 |
| **CBSE - VIII - Hindi** | 733 | 366 | 183 | 92 |
| **CBSE - VIII - SST - Hist, Geog, Eco, Civics** | 733 | 366 | 183 | 92 |
| **IELTS** | 1332 | 666 | 333 | 167 |
| **TOEFL** | 1332 | 666 | 333 | 167 |
| **PTE** | 1332 | 666 | 333 | 167 |
| **GRE** | 1332 | 666 | 333 | 167 |

Table-1: Mentoring fees in ₹: Head of Humanities

**Tuition fees:** As the ­­Head of Humanities, at Anodiam, you shall receive tuition fees in INR (₹), according to the following tentative chart, on every month, for each class, having the respective number of students. Actual accounts may vary depending upon the classes you actually teach.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Course Name** | **Student Strength** | | | |
| **50 Plus** | **20 Plus** | **10 Plus** | **5 Plus** |
| **ISC - XII - Geography** | 13200 | 6600 | 3300 | 1650 |
| **ISC - XII - Philosophy** | 13200 | 6600 | 3300 | 1650 |
| **ISC - XII - Psychology** | 13200 | 6600 | 3300 | 1650 |
| **ISC - XI - Geography** | 13200 | 6600 | 3300 | 1650 |
| **ISC - XI - Philosophy** | 13200 | 6600 | 3300 | 1650 |
| **ISC - XI - Psychology** | 13200 | 6600 | 3300 | 1650 |
| **ICSE - X - Geography** | 9240 | 4620 | 2310 | 1155 |
| **ICSE - IX - Geography** | 9240 | 4620 | 2310 | 1155 |
| **ICSE - VIII - Geography** | 8580 | 4290 | 2145 | 1073 |
| **WB - XII - Geography** | 13200 | 6600 | 3300 | 1650 |
| **WB - XII - Philosophy** | 13200 | 6600 | 3300 | 1650 |
| **WB - XII - Psychology** | 13200 | 6600 | 3300 | 1650 |
| **WB - XI - Geography** | 13200 | 6600 | 3300 | 1650 |
| **WB - XI - Philosophy** | 13200 | 6600 | 3300 | 1650 |
| **WB - XI - Psychology** | 13200 | 6600 | 3300 | 1650 |
| **WB - X - Geography** | 8580 | 4290 | 2145 | 1073 |
| **WB - IX - Geography** | 8580 | 4290 | 2145 | 1073 |
| **WB - VIII - Geography** | 7920 | 3960 | 1980 | 990 |
| **CBSE - XII - Geography** | 13200 | 6600 | 3300 | 1650 |
| **CBSE - XII - Philosophy** | 13200 | 6600 | 3300 | 1650 |
| **WB - XII - Psychology** | 13200 | 6600 | 3300 | 1650 |
| **CBSE - XI - Geography** | 13200 | 6600 | 3300 | 1650 |
| **CBSE - XI - Philosophy** | 13200 | 6600 | 3300 | 1650 |
| **WB - XI - Psychology** | 13200 | 6600 | 3300 | 1650 |
| **CBSE - X - SST - Hist, Geog, Eco, Civics** | 7920 | 3960 | 1980 | 990 |
| **CBSE - IX - SST - Hist, Geog, Eco, Civics** | 7920 | 3960 | 1980 | 990 |
| **CBSE - VIII - SST - Hist, Geog, Eco, Civics** | 7260 | 3630 | 1815 | 908 |
| **IELTS** | 13200 | 6600 | 3300 | 1650 |
| **TOEFL** | 13200 | 6600 | 3300 | 1650 |
| **PTE** | 13200 | 6600 | 3300 | 1650 |
| **GRE** | 13200 | 6600 | 3300 | 1650 |

Table-2: Tuition fees in ₹: Head of Humanities

**Content Fees:** As the ­­­­­­­­­Head of Humanities, at Anodiam, you shall receive Content Creation & Maintenance fees amounting to a total sum mentioned below. Also mentioned in the following chart, is the amount you will receive on every month, for each class, having the respective number of students, until the total amount of content fees is paid to you. Actual accounts may vary depending upon the amount of content you actually manage.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Course Name** | **Total Content Fees** | **Student Strength** | | |
| **50 Plus** | **20 Plus** | **10 Plus** |
| **ISC - XII - Geography** | 50000 | 2400 | 1200 | 600 |
| **ISC - XII - Philosophy** | 50000 | 2400 | 1200 | 600 |
| **ISC - XII - Psychology** | 50000 | 2400 | 1200 | 600 |
| **ISC - XI - Geography** | 50000 | 2400 | 1200 | 600 |
| **ISC - XI - Philosophy** | 50000 | 2400 | 1200 | 600 |
| **ISC - XI - Psychology** | 50000 | 2400 | 1200 | 600 |
| **ICSE - X - Geography** | 35000 | 1680 | 840 | 420 |
| **ICSE - IX - Geography** | 35000 | 1680 | 840 | 420 |
| **ICSE - VIII - Geography** | 32500 | 1560 | 780 | 390 |
| **WB - XII - Geography** | 50000 | 2400 | 1200 | 600 |
| **WB - XII - Philosophy** | 50000 | 2400 | 1200 | 600 |
| **WB - XII - Psychology** | 50000 | 2400 | 1200 | 600 |
| **WB - XI - Geography** | 50000 | 2400 | 1200 | 600 |
| **WB - XI - Philosophy** | 50000 | 2400 | 1200 | 600 |
| **WB - XI - Psychology** | 50000 | 2400 | 1200 | 600 |
| **WB - X - Geography** | 32500 | 1560 | 780 | 390 |
| **WB - IX - Geography** | 32500 | 1560 | 780 | 390 |
| **WB - VIII - Geography** | 30000 | 1440 | 720 | 360 |
| **CBSE - XII - Geography** | 50000 | 2400 | 1200 | 600 |
| **CBSE - XII - Philosophy** | 50000 | 2400 | 1200 | 600 |
| **WB - XII - Psychology** | 50000 | 2400 | 1200 | 600 |
| **CBSE - XI - Geography** | 50000 | 2400 | 1200 | 600 |
| **CBSE - XI - Philosophy** | 50000 | 2400 | 1200 | 600 |
| **WB - XI - Psychology** | 50000 | 2400 | 1200 | 600 |
| **CBSE - X - SST - Hist, Geog, Eco, Civics** | 30000 | 1440 | 720 | 360 |
| **CBSE - IX - SST - Hist, Geog, Eco, Civics** | 30000 | 1440 | 720 | 360 |
| **CBSE - VIII - SST - Hist, Geog, Eco, Civics** | 27500 | 1320 | 660 | 330 |
| **IELTS** | 25000 | 2400 | 1200 | 600 |
| **TOEFL** | 25000 | 2400 | 1200 | 600 |
| **PTE** | 25000 | 2400 | 1200 | 600 |
| **GRE** | 25000 | 2400 | 1200 | 600 |

Table-3: Content fees in ₹: Head of Humanities

**Income Tax Deduction Considerations:** The above payout figures are after payment of G.S.T. Income tax will not be deducted at source. You are personally responsible for your own Income Tax payment and submission of your Income Tax returns on your consolidated earnings after every financial year.