

12 March 2019

S ANIL KUMAR

Karnataka

583201

Dear Anil ,

This refers to our discussion and your application for employment in the organization.

Congratulations!

With reference to your application and subsequent discussions with us for a career in our organization, we are pleased to inform you that you have been selected for employment in our organization and designated as **Officer - Risk Containment Unit - Emerging Enterprise Banking** in Grade **EB1 - Officer II** of the organization based in **Hospet**. However, this job is transferable at the discretion of the management to any place in the country.

Your appointment is subject to the confirmation of the following terms and conditions:

1. You will be paid a remuneration consisting of Basic, HRA and Allowances as per Enclosure I given herein and forming part of this appointment letter.
2. You will be required to submit a medical certificate of fitness from a registered medical practitioner.
3. You shall during the term of employment:
 - a. Devote your whole time and attention exclusively to the business and affairs of the organization and not engage either directly or indirectly in any business or activity in any capacity, either full time or part time, except with the specific written consent of the organization.
 - b. Keep as confidential all business and trade secrets and transactions of the organization.
4. If at any time, in the opinion of the organization, which shall be final, you are insolvent or are found guilty of dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without valid reason or of any conduct unbecoming of the status and the post you hold in the organization, or of any other conduct considered detrimental to the organization or violation of one or more terms of this letter your services may be terminated without notice.
5. You will be on Probation for Six Months from your date of joining after which you will be eligible to be confirmed into the permanent rolls of the company based on your performance. During probation, this appointment is terminable from either side by giving 30 days notice in writing. You are required to serve 30 days notice period to be eligible for a relieving letter.

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6. On confirmation, this appointment is terminable from either side by giving 90 days notice in writing.

7. The appointment letter is valid provided

a. You submit a copy of the resignation letter given to your present employer within 7 days from the date of this letter and

b. You join us on or before 22 April 2019

8. The Retirement age shall be 60 years.

Kindly sign and return a copy of this letter acknowledging your acceptance of the terms of this appointment.

We welcome you and look forward to a long and rewarding relationship.

Yours sincerely,

Accepted by: _____

Date of Acceptance:_____

Authorized Signatory

For Equitas Small Finance Bank Ltd,

Muralidharan S

Chief People Officer

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Enclosure I

Proposed Salary with Equitas Small Finance Bank Ltd		
Grade	EB1 - Officer II	
Division	Emerging Enterprise Banking	
Designation	Officer - Risk Containment Unit	
Salary Component	Monthly (Rs.)	Annually (Rs.)
Basic	11,300.00	135600
Uniform Allowance	500.00	6000
Flexi Benefits Plan	5,500.00	66000
Total Gross (Rs.)	17,300.00	207600
Bonus*(This is indicative and shall include statutory bonus)	0.00	0
Employer's PF Contribution	1,416.00	16992
Total (Rs.)	18,716.00	224592
CTC (Rs.)		224592

Please Note:

1. 12% of Basic shall be deducted towards PF contribution of the Employee as per Employee's Provident Funds and Miscellaneous Provisions Act 1952.
2. Profession Tax shall be deducted as per the PT Act 1975 wherever applicable depending on each state.
3. Income Tax shall be deducted as per Income Tax Act prevalent wherever applicable.
4. Gratuity shall be payable as per payment of Gratuity Act 1972.
5. If you are eligible for Statutory Bonus as per The Payment of Bonus Act 1965, the same shall be adjusted against the Bonus paid to you during the year and the Performance Reward/Performance Bonus/Incentive, as the case may be, earned by you during the year.

"I have received the offer letter in digital form and acceptance given by me digitally shall hold good and binding on me"

Accepted by: _____

Date of Acceptance:_____

Authorized Signatory

For Equitas Small Finance Bank Ltd,

Muralidharan S

Chief People Officer

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