

Date : 14-Jun-2021

LETTER OF OFFER
Private & Confidential

Dear Karthik Edagottu,

This has reference to the discussion and as agreed by you on dated **14-Jun-2021** for the post of **Officer** subject to the following terms and conditions namely:-

1. Grade/ Level: **Officer**

2. Probation: Six (6) months from the date of employment. However, this period of probation may be extended subject to performance review by your reporting officer during the probationary period. During the probationary period, you will be bound by the rules and regulations of the company applicable for a probationer.

3. Confirmation: Upon satisfactory completion of the probationary period, your employment shall be confirmed in writing.

4. Place of Service: Initially you will be placed in **Kadiri** and you shall be liable to be transferred to any regional office or branch office at any point of time at the discretion of the management.

5. Compensation: Your compensation at the time of joining is 220000/- p.a. The break-up of compensation is given in the ANNEXURE - I.

6. Notice Period: During the Probationary period, if you wish to leave the company you are required to serve Fifteen (15) Days prior notice in writing to the Company. After confirmation, you will be required to serve Thirty (30) Days prior notice in writing to the Company. In case the company allows early relieving, shortfall in notice period shall be deducted from the salary.

7. After confirmation, services of any employee would be liable to be terminated by the company on the grounds of poor job performance, prolonged illness, conflict of interest, by giving 30 day notice or on payment of an equivalent amount i.e. last drawn salary in lieu of the notice period and it would be Fifteen (15) days in case of probation employee. In case an employee is found guilty of misconduct/ as envisaged in the disciplinary procedure, the employer is not bound to give notice or payment in lieu of the notice period.

8. Hours of work, Leave and other benefits: You will be entitled for leave and other benefits as per the scheme and rules of the company applicable from time to time. You will also be governed by various rules and regulations of the company pertaining to daily attendance, discipline, code of conduct, etc.

9. Professional Ethics and Confidentiality: Whilst you are in the employment of the Company, you are not permitted to carry on any business or profession or enter, whether part or full time, in any capacity, the services of, or be employed by or engaged with any other firm, Company or person. You will devote your whole time and attention to your office work to promote the interest of the Company and will not divulge to any person or utilize any of the company secret or other related information outside the company to any third party. You will also be barred from joining any firm, company or institution promoted, managed and/or controlled by the business competitors of the company till the expiry of six (6) months from the date of cessation of your employment with the Company. You must always protect the confidentiality of proprietary and confidential information you obtain or create in connection with your activities for FINO Payments Bank Limited, in accordance with the applicable law. Your obligation to protect FINO Payments Bank Limited proprietary and confidential information continues even after you leave the company, and you must return all proprietary information in your possession upon leaving FINO Payments Bank Limited.

Fino Payments Bank Limited
CIN:U65100MH2007PLC171959

Corporate Office: Mindspace Juinagar, Plot No Gen 2/1/F, Tower 1, 8th floor, TTC Industrial Area, MIDC Shirwane, Juinagar
Navi Mumbai, Maharashtra 400 706.
Tel: (+91-22) 7104 7000 | www.finobank.com

10. Governing Law: The terms and conditions of this Letter of Offer are governed by the Laws of India.

11. Jurisdiction: The Courts in Mumbai shall have exclusive jurisdiction to settle any dispute relating to the terms and conditions mentioned in this letter.

12. Arbitration: All disputes, differences and/or claims arising, out of or in relation to the employment shall be settled by arbitration in accordance with the provisions of the Arbitration and Conciliation Act, 1996 or any statutory amendments thereof and it shall be referred to the Sole Arbitrator to be nominated/ appointed by FINO Payments Bank Limited (In short FINO). In the event of death, refusal, neglect, inability or incapability of the person so appointed to act as an arbitrator, FINO may appoint another person to act as an arbitrator. The award including the interim award/s of the arbitrator shall be final and binding on all the parties concerned. The arbitrator may lay down from time to time the procedure to be followed by him in conducting arbitration proceedings and shall conduct arbitration proceedings in such manner as he considers appropriate.

13. Reporting Officer: Initially you will report to . which may be changed from time to time.

14. Background verifications: This Offer is purely subject to background verification clearance report, which would be conducted based on the information provided by you. In case of any discrepancy, the Company is entitled to cancel this letter of offer.

15. You shall not undertake work with any competing business engaged in similar terms like FINO Payments Bank Limited for at least a period of six months post your resignation from FINO Payments Bank Limited.

16. We expect you to join on or before **15 Jun 2021**. Kindly confirm the same.

We welcome you to the Fino Payments Bank Limited family and WISH YOU GOOD LUCK.

Yours Sincerely,

For Fino Payments Bank Limited

This is a computer generated letter and hence does not require any signature.

This letter is protected with unique code which will be used as a scrutiny at the time of reference checks.

ANNEXURE - I**Name : Karthik Edagottu****Functional Designation : Officer****Grade/ Level : Officer****Department : Sales & Distribution**

CTC	Monthly (Rs.)	Yearly (Rs.)
Basic	7333	87996
HRA	3667	44004
Special Allowance	5290	63480
Fixed Gross	16290	195480
Employer ESIC	529	6348
Employer PF	1515	18180
Total Fixed	18333	220000

. Employee Welfare and Benefits:

1. All employees are covered under Group Hospitalization Insurance policy and Group Personal Accident Insurance policy from their date of joining.
2. Based on eligibility, you will be entitled for ESI benefit as per "Employees State Insurance Act, 1948"

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