

Employment Agreement

MR. JAY PRAKASH
S/O, SHRI INDRA DEV PRAJAPATI,
BALRAMAU,
MOTIGANJ,
GOSAINGANJ,
SULTANPUR,
UTTAR PRADESH-223125.

Date : 16/08/2022
PLACE : Ahmedabad
Div. : BUENO

Sub: Appointment for the post of AREA BUSINESS MANAGER

This agreement (the "Agreement") is entered into by **BUENO SALUD CARE INDIA PVT. LTD.** ("Company") and **MR. JAY PRAKASH** ("Employee").

In consideration of the commencement of Employee's employment with Company and the compensation that will be paid, Employee and Company agree as follows:

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you in our Organization for the above post with effect from: 16/08/2022

Employment agreement / Increment letter is the reflection of mutual understanding and commitment between employee and employer. The commitment is from employer end to pay your salary timely along with field expenses as per the work that we will carry out as per the directive of seniors. In addition to this employer is also committed to disburse incentive on achieving above fixed committed sales.

Now, from your end the commitment is monthly sales.

We shall maintain the commitment to each other for the smooth operation and healthy financial status.

Your gross remuneration per month will Rs. **38986.00** CTC P.M. (Details as per Annexure attached). Subject to achievement of committed monthly net sales.

Other terms and conditions of the Service is as follows: -

1. Your employment is on probation for a period of twelve months which may be extended by the Management at its sole discretion for such period or periods as it may think fit. During the probationary period you will not be entitled to any leave or other benefits or compensation. During the probationary period your services will be liable to be terminated from either side without assigning any reason and / or any notice or payment in lieu thereof. After successful completion of your probation period, your service will be confirmed. So long you do not receive a letter of confirmation, you will be deemed to be on probation.
2. You will not absent yourself from work without approved leave. Even when granted leave you are not permitted to work for any person, Firm or Company in any capacity. Your absence for a continuous period of more than ten days without prior intimation would make you lose your services and the same shall automatically come to an end without any communication by the Company.
3. You shall so long be in the employment of the Company devote the whole of your time and attention

FACTORY: to the business of the Company and in all respect carry out the objects of the Company and shall diligently best endeavor in carrying out the business of the Company in all Plot No: K-20/21, Plot no the best Plot no, Bally Rajkot, Plot no. D-303, Signature-2, Sarkhej Sanand Cross Road, Vill: Vasana Chacharawadi, Ahmedabad-382213, Gujarat, India. Sarkhej, Ahmedabad-382210, Gujarat, India.

4. You shall not at any time during your employment with the Company engage either directly or indirectly on your own account in any other business, trade, profession or employment of any kind whatsoever without the express consent of the company in writing.
5. Your based Head Quarter is Ahmedabad, Gujarat and your initial Posting will be at **SULTANPUR, UTTAR PRADESH**. Your service are transferable to any other city/location/branches or establishment of the Company or any of its sister concerns/ associate companies or joint venture companies without affecting your existing emoluments and perks.
6. You shall hold as confidential any knowledge concerning the affairs of the company in which you may acquire or which may come into your hands in the course of your employment with the Company including:
 - A. Any knowledge relating to the manufacturing formula and any knowledge relating to the structure or working of any strategies used by the company.
 - B. Any knowledge relating to the source of supply of any goods used in the manufacture of the Company's products and any special or secret knowledge relating to the purchase of the aforesaid goods.
 - C. Any knowledge relating to the company's accounts, finance, statistical figures, control system and office methods.
 - D. You will stay along with your family in H.Q., non-shifting of your family in new H.Q. will lead to cancellation of this appointment letter.
 - E. In the event of termination of employment by you or by the company during your probation period, you shall be liable to reimburse the company Rs.25000/- (Twenty Five Thousand only) or the same amount may be adjusted from your full & final settlement against all the administrative expenses incurred by the company.
7. Confirmed employees will be entitled to avail Casual Leave, Privilege Leave in conformity with the Leave Rules of the Company as applicable to you.
8. Employment of confirmed employees hereunder may be terminated at any time by either party giving to the other one month notice in writing and in case of the company by payment to you of one month in lieu of notice.
9. In case of confirmed employees before resignation you are required to give one month's written notice provided in such case, the management would be free to accept your resignation with immediate effect without being liable to pay for such period.
10. On your desire to leave the employment of the company for any reason or on your death you or your legal representative as the case may be, shall surrender to the company all promotional inputs, books and documents in your or their possession or under samples, letters, your or their control containing any entries relating to the company's business as well as money, documents and other articles, if any belonging to the company in your or their possession. Your final accounts will likely to be settled only after receipt of the Company's belongings, no objection certificate from stockiest, C&A and from your senior manager. After receipt of the required papers and property the settlement at our end may also require considerable time.
11. You will not collect any cash/goods from the market or from the wholesale dealers, stockiest, chemists and C & F Agents/distributors.

Annexure

NAME : JAY PRAKASH
 DESIGNATION : AREA BUSINESS MANAGER
 H.Q. : AHMEDABAD
 DIVISION : BUENO

SL. NO.	COMPONENTS	@ of	Rs. (P.M.)	Rs. (P.A.)
MONTHLY				
1.	BASIC + DA		20500.00	246000.00
2.	BONUS/EX-GRATIA *	8.33%	1708.00	20496.00
3.	LTA	8.33%	1708.00	20496.00
4.	CONVEYANCE		1600.00	19200.00
5.	MEDICAL ALLOWANCE		1250.00	15000.00
6.	CHILD EDUCATION ALLOWANCE		200.00	2400.00
7.	KIT MAINTENANCE ALLOWANCE		1500.00	18000.00
8.	VEHICLE MAINTENANCE ALLOWANCE		1334.00	16008.00
9.	SPECIAL FIELD ALLOWANCE		0.00	0.00
10.	HRA		8200.00	98400.00
TOTAL**			38000.00	456000.00
RETIRAL BENEFITS				
			# BASIC FOR P.F.	0.00
11.	CO'S CONTRIBUTION TOWARDS PF (As per Rules)	12%	0.00	0.00
12.	ESIC	3.25%	0.00	0.00
13.	GRATUITY (As per Rules)	4.81%	986.00	11832.00
CTC			38986.00	467832.00
DEDUCTION PART**				
14.	PROFESSIONAL TAX		200.00	2400.00
15.	ESIC	0.75%	0.00	0.00
16.	EMPLOYEE CONTRIBUTION TOWARDS PF (As per Rules)	12%	0.00	0.00
**(TOTAL-DEDUCTION)=NET SALARY			37800.00	453600.00

- Your daily allowances are part of your gross salary.
- All payments are subject to relevant Income Tax provision.
- * Ex-Gratia is subject to the conditions-to be declared by the Management
- Other expenses will be payable as per circular.

FOR BUENO SALUD CARE INDIA PVT. LTD.
 DIVISION: BUENO



ANINDYA SAHA
 (Manager - HR)

N.B.: None supporting of adequate voucher with your FEC the FEC amount will also be treated as your Income and will be taxable as per IT act.