

Earnings		Amount	Deductions	Amount
BASIC SALARY		2,278.00	PROVIDENT FUND	273.00
HRA		1,139.00		
TRAVELLING ALLOWANCE		568.00		
Total Earnings		3,985.00	Total Deductions	273.00
Net Salary		Rs. 3,712.00		
Net Salary In Words		Rupees Three Thousand Seven Hundred Twelve Only		



17th October 2025

Sayak Chakraborty

Dear **Sayak**,

Further to your interview and discussion with us, we are pleased to appoint you for the position of **Research Analyst**, in our organization on the following terms and conditions.

1. You are requested to join on **Tuesday, 21st October 2025**, failing which this offer of appointment will be treated as invalid.
2. Your initial total Salary will be Rs 1,44,000/- per annum plus PF. This shall be subject to appropriate deduction of applicable taxes & other heads as per the statutory norms prescribed from time to time.
3. Over and above the salary, you shall be eligible for performance based incentive which will be paid as per the company's internal policy.
4. You will be **Working from Home** but during the course of the above assignment, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.
5. The information related to your compensation is personal and strictly confidential. It is imperative that you do not share your compensation details with any person or organization.
6. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's business or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
7. During or after the tenure of your employment with the Company you will be required to maintain utmost confidentiality the Company's matters to which you will have access directly or indirectly and not divulge any information of confidential nature.
8. During your employment with the Company you will be required to devote the whole of your working time, attention and abilities to the service of the Company exclusively and you shall not accept any assignment outside without Company's written consent.
9. You shall abide and conform to all the rules and regulations of the Company in force or may be framed from time to time.
10. You will not engage yourself in any endeavor or activity, which conflicts with the interest of the Company during or after your employment with the Company.
11. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management
12. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge during your employment with the Company.

1601, Glenridge, Hiranandani Garden, Powai, Mumbai-400076.

URL: www.black-turtle.com



13. The company will be entitled to terminate the services by giving two months prior notice or fixed compensation in lieu thereof. You will not raise any other claim or demand against the company.
14. If you terminate this engagement, you will give the company two months prior notice.
15. The Company has the right to terminate your employment without any notice if your services are found guilty of misconduct, work negligence or any integrity issue.
16. In case of separation from Company, you shall never approach any of our clients/associates or acquaintances for rendering recruitment /training or other services that are rendered by Company.
17. Please Note that you have to accept this offer and present your resignation within 48 hours. If these conditions are not met this offer will stand revoked.

Please sign and return duplicate copy of this offer letter as a token of acceptance.

Sincerely yours,
For **Black Turtle India Pvt. Ltd.**

Karthik K
Director

I accept the terms and conditions of my engagement with the Company
and agree to join the services of the Company on 21st October 2025.

Place: Durgapur, West Bengal
Date: 18th October 2025


Signature