



To,  
**Indranil Shaw**  
**Employee No: 43623275**  
**Designation: CLM Operations Manager**  
**Location: Kolkata**

Date: Mar 23, 2026

Sub: Cessation of contract of employment

Dear Indranil,

You joined the services of HSBC Electronic Data Processing India Pvt. Ltd. (the Company) on **Jan 06, 2011** on accepting the terms and conditions of your contract of employment which may have been amended from time to time and which contract of employment and amendments thereto have been accepted by you. Presently, you are working as **CLM Operations Manager** at **Kolkata**.

As you are aware the Company, and every business and function constantly re-evaluates its strategy, roles required to support such strategy, and makes necessary changes to deliver against agreed strategy. Such regular reviews of our strategy are conducted to make sure that we have the right roles, in the right locations to deliver for our customers and stakeholders. Consequently, on assessment of the Company's present requirement, it has been found that your role has become redundant. We therefore, regret to inform you that your services shall no longer be required by the Company and your employment shall stand terminated effective close of business hours on **Mar 27, 2026**.

As mentioned above, your terms of employment are governed and regulated by the clauses of your contract of employment. Consequently, your services with the Company can be terminated by giving **3** month(s) notice or salary in lieu thereof. Accordingly, you are being paid notice pay of **3** month(s) in lieu of notice, amounting to **INR 450947 (Four Hundred and Fifty Thousand Nine Hundred and Forty Seven only)**, subject to appropriate tax and statutory withholdings. Accordingly, an online transfer for an amount of **INR 450947 (Four Hundred and Fifty Thousand Nine Hundred and Forty Seven only)**, net of tax and other withholdings (if any), is being credited to your Salary Account No. **150066959006** on **Mar 27, 2026**

Also, after due considerations of ensuing circumstances, and though you may not be entitled to the same, it has also been decided that, without prejudice and without creating any precedent of any nature whatsoever, you shall be further paid on humanitarian grounds an ex-gratia payment equivalent to one month's salary for every year of completed service (in continuous employment) subject to a minimum of INR 120000 and maximum of 18 months of salary. Based upon this calculation, you are being paid an amount of **INR 2289309 (Two Million Two Hundred and Eighty Nine Thousand Three Hundred and Nine only)** towards such ex-gratia payment, subject to appropriate tax and statutory withholdings.

You will appreciate that you have been in the employment of the Company for a considerable period of time and hence you are restricted in the use of information, including but not limited to the Group's dealings and its customers, either during your tenure of employment or after its cessation. Further, you shall therefore, not solicit any business, directly or indirectly from any of our customers during your employment or thereafter for a period of six months.

You also have a duty of fidelity and good faith towards the Company and are therefore shall not entice away, during the course of your employment and thereafter, directly or indirectly any employee of the Company including your colleagues and sub-ordinates with whom you have worked during your employment or thereafter for a period of six months from the date of cessation of your employment.



You are precluded from using any confidential information relating to the Company and its business, customers, associates, subsidiaries even after cessation of your contract of employment. The Company considers confidentiality and security of information to be of the utmost importance. Upon you being relieved from the services of the Company and thereby the cessation of your employment, you shall not directly or indirectly use or disclose to third parties, other than with the written consent of the Company, any of the trade secrets and confidential information of the Company or any other Group Entity. Trade secrets and confidential information shall include all information of a confidential nature or in the nature of a trade secret concerning the Group, business, finances, databases, clients, employees or other affairs of the Company or any Group Entity whether they come to your knowledge orally or in writing and, if written, whether contained in Company or Group Entity documentation, on computerized record, on software, or original or copies or otherwise.

Specifically, but without limitation to the above mentioned paragraph, you agree to keep the terms and conditions laid down herein, and all discussions and other correspondence on this subject, confidential and not to disclose them to any other person except to a professional adviser or your spouse/partner who has agreed to be bound by this restriction and except as may be required by law or regulatory authorities or with the other party's written consent.

You agree that you will not make, publish or issue, or cause to be made, published or issued any untrue, disparaging, derogatory or negative statements whatsoever concerning the Company and/or any Group Entity and/or any of its or their current or former employees, agents or officers or its or their business, products, practices, policies or any other internal Company matter or otherwise in respect of the Company or any Group Entity in its or their relations with suppliers, customers, clients, investors, shareholders, brokers or advisers.

Upon you being relieved from the services of the Company and thereby the cessation of your employment, you will not conduct yourself in any way which is inconsistent with having surrendered your authority to act on behalf of the Company and the Group, whether in matters of the internal administration of the Company or any Group Entity or externally. You will not claim, represent or otherwise indicate that you are employed by, or connected in any way with, the Company or any Group Entity following your last working day with the Company, save to confirm that you are a former employee of the Company.

Nothing in this letter, including the provisions contained in this paragraph, shall be construed to prohibit you from reporting possible violations of any law or regulations to any regulatory, administrative or law enforcement agency, making other disclosures that are protected under Whistleblower or other provisions of any applicable law or regulations, or filing a charge, testifying, assisting, or otherwise communicating with any regulatory, administrative or law enforcement agency or receiving an award for information provided to such regulatory, administrative or law enforcement agency.

Upon acceptance of the terms and conditions contained herein, you release and discharge the Company and the Group, including any affiliates, subsidiaries, parent corporations and successors in interest from any and all matters, claims, complaints, demands and liabilities of any nature whatsoever foreseen or unforeseen, known or unknown arising in respect your employment with the Company and/or any Group Entity.

You are requested to complete the full and final settlement formalities, including returning of your security pass/access card together with keys, compliance manual and other Company manuals and company provided mobile phone, blackberry, computer hardware and software, as also all documents and manuals and other copies together with any other property belonging to the Company in your possession or control to your assigned SPOC by the close of business hours on **Apr 03, 2026**. You shall not retain copies of any



documents (hard copies / soft copies) you had, or may have in your possession during your employment with the Company. This is to enable us to process your full and final settlement.

Your terminal dues and the ex-gratia amount stated above, net of appropriate tax and statutory withholdings, shall be credited to your Salary Account No. **150066959006** on or by **Apr 24, 2026**, subject to your completion of all formalities in relation to your full and final settlement by **Apr 03, 2026**. Any sums recoverable from you on account of any pending recoveries or excess payments, shall be deducted from your ex-gratia. You shall be furnished with details of the same.

Your Provident Fund and Gratuity (if applicable) shall be settled in accordance with the applicable rules.

Please note that in the event, at any point in time, it is found that you are entitled to any amounts under any statute, then all such amounts shall be set-off and adjusted against the ex-gratia amount which is being paid to you as mentioned above. Subject to such set-offs and adjustments, such ex-gratia amount (if any) may be repayable by you to HSBC in full or in part as per applicable policies in the event at any future date there are job vacancies in the Company, or in any of its Group entities, within a period of one year, and on your being selected for the same.

Please acknowledge receipt of this letter. Should you require any further information you may contact your assigned SPOC or HR for assistance.

We hereby confirm that you joined the services of the Company on **Jan 06, 2011** and on your last working day with the Company, you were working as **CLM Operations Manager**.

We value your association with HSBC and we wish you the best in your future endeavours.

Yours faithfully,

**THURGAM**  
**VASANT**  
**JAIISOORYA**

Digitally signed by: THURGAM  
VASANT JAIISOORYA  
DN, CN = THURGAM VASANT  
JAIISOORYA C = IN O = HSBC  
ELECTRONIC DATA  
PROCESSING INDIA PVT LTD  
OU = Human Resource  
Date: 2026.03.23 19:59:17 +05'30'

Authorized Signatory  
**For HSBC Electronic Data Processing India Pvt. Ltd.**

.....  
Acknowledgement

I hereby read, understood and agree to the terms and conditions of the Cessation of Contract of Employment letter.

  
Indranil Shaw (Mar 27, 2026 13:35:34 GMT+5.5)

**Indranil Shaw**

## STATEMENT OF CALCULATIONS

People Soft ID	43623275
Employee Name	Indranil Shaw
Level	GCB 6
Designation	CLM Operations Manager
Location	Kolkata

Group Joining Date	06-Jan-2011	HDPI Joining Date	06-Jan-2011
Last Working Day	27-Mar-2026	Notice Period in Month(s)	3.00
Total Service Considered (in Yrs)	15.23	Gratuity Service Considered (in Yrs)	15.00

### CTC Breakup (Per Annum)

Annual CTC	INR 1,925,077			
Basic Salary (A)	Flexible Allowance Package (B)	Total Cash (A+B)	Companies Contribution of Provident Fund (C)	Gratuity (D)
INR 721,512	INR 1,082,277	INR 1,803,789	INR 86,581	INR 34,705

### Payment in Lieu of Notice

Description	Gross Amount
<b>Notice Period</b> - Annual Cash / 12 * Notice Period Month(s) i.e. INR 1,803,789 / 12 * 3 Month(s) = INR 450,947	INR 450,947

Notice Period amount @ 3 month's cash as per contractual terms, will be paid subject to appropriate tax and statutory withholdings

### Ex-gratia Pay

Description	Gross Amount
<b>Ex-gratia</b> - Annual Cash / 12 * Total Service i.e. INR 1,803,789 / 12 * 15.23 = INR 2,289,309	INR 2,289,309

Ex-gratia payable @ 1 month cash or part thereof for every completed year of service


Ex-gratia will be paid with full and final settlement, subject to appropriate tax and statutory withholdings

### Gratuity

Description	Gross Amount
Annual Basic / 12 / Days in a month * 15 days * Service i.e. INR 721,512 / 12 / 26 * 15 * 15	INR 520,321

Gratuity payments are processed in accordance with the provisions of "Payment of Gratuity Act 1972"

**Note:** Please refer to FAQs - Full & Final Settlement formalities section for further details

  
 Indranil Shaw (Mar 27, 2026 13:35:34 GMT+5.5)  
**SIGNATURE OF THE EMPLOYEE**

**DECLARATION – LEAVE ENCASHMENT**

PSID : 43623275  
Name : Indranil Shaw  
Date of Joining : 06-Jan-2011  
Date of Leaving : 27-Mar-2026

**Leave Encashment is exempt as under:**

*Any leave encashment at the time of termination is exempt subject to following conditions.*

*As per Section 10(10AA) (ii) of the Act, leave encashment of accumulated leave at the time of retirement whether on superannuation or otherwise received is exempt to the extent of minimum of the following*

- a) *Leave encashment actually received;*
- b) *10 months' average salary*
- c) *Cash equivalent of unavailed leave calculated on the basis of maximum days of leave for every year of actual service rendered to the employer from whose service he has retired. Cash equivalent to be calculated on the basis of average salary;*
- d) *Amount specified by the Government i.e. INR 25,00,000\**

*\*The above mentioned ceiling limit of INR 25,00,000 is a lifetime limit available to an individual*

\* \* \* \* \*

I hereby declare that I am in receipt of leave encashment from my previous employer(s) to an extent of Rs. 0 /- (Rupees ZERO )

I understand that exemption under Leave Encashment is limited to INR 25 lakhs either received from one or more employers in the same or different years. Hence, if the total amount exceeds the exemption limit, the same is taxable in the hands of the employee.

  
Indranil Shaw (Mar 27, 2026 13:35:34 GMT+5.5)

**SIGNATURE OF THE EMPLOYEE**

**PAYMENT OF GRATUITY**

PSID : 43623275  
Name : Indranil Shaw  
Date of Joining : 06-Jan-2011  
Date of Leaving : 27-Mar-2026

**Gratuity is exempt as under:**

*Gratuity received under the Payment of Gratuity (Amendment) Act, 2001 is exempt to the extent that it does not exceed 15 days' salary for every completed year of service calculated on the last drawn salary subject to a maximum of Rs.20 lakhs effective 29<sup>th</sup> Mar 2018.*

*The ceiling of Rs.20 lakhs applies to the aggregate of Gratuity received from one or more employers in the same or different years.*

\* \* \* \* \*

*(Please tick and fill up the appropriate option)*

- I hereby declare that I am not in receipt of any Gratuity payment from any of my previous employers.
- I hereby declare that I am in receipt of Gratuity Payment from my previous employer(s) to an extent of Rs. 0 /- (Rupees ZERO )

I understand that exemption under Payment of Gratuity is limited to Rs.20 lakhs either received from one or more employers in the same or different years. Hence, if the total amount exceeds the exemption limit, the same is taxable in the hands of the employee.

  
Indranil Shaw (Mar 27, 2026 13:35:34 GMT+5.5)  
**SIGNATURE OF THE EMPLOYEE**

**Payment of Gratuity (Central) Rules**

**FORM 'I'**

See sub-rule (1) of Rule 7

**Application for Gratuity by an Employee**

To,

**HSBC Electronic Data Processing India (P) Ltd, Hyderabad**

Sir/Gentlemen,

I beg to apply for payment of gratuity to which I am entitled under sub-section (1) of Section 4 of the Payment of Gratuity Act, 1972 on account of my superannuation/retirement/resignation after completion of not less than five years of continuous service/total disablement due to accident/total disablement due to disease with effect from the 27-Mar-2026 Necessary particulars relating to my appointment are given in the statement below.

***Statement***

1. Name in full Indranil Shaw
2. Address in full Aradhana Apartment, Flat – G1, 95 C Dhan Devi Khanna Road, Kolkata - 700054
3. Department/Branch/Section where last employed \_\_\_\_\_
4. Post held with Ticket No., or Serial No., if any \_\_\_\_\_
5. Date of appointment 06-Jan-2011
6. Date and cause of termination of service 27-Mar-2026
7. Total period of service \_\_\_\_\_
8. Amount of wages last drawn \_\_\_\_\_
9. Amount of gratuity claimed \_\_\_\_\_
2. I was rendered totally disabled as a result of---  
(Here give the details of the nature of disease or accident) \_\_\_\_\_

The evidences/witnesses in support of my total disablement are as follows:--  
(Here give details) \_\_\_\_\_

3. Payment may please be made in cash/open or crossed bank cheque.
4. As the amount of gratuity payable is less than rupees one thousand, I shall request you to arrange for payment of the sum due to me by Postal Money Order at the address mentioned above after deducting postal money order commission therefrom.

Yours faithfully,

  
Indranil Shaw (Mar 27, 2026 13:35:34 GMT+5.5)  
**SIGNATURE OF THE EMPLOYEE**

Place: Kolkata

Date : 27-Mar-2026

## FAQs - Full & Final Settlement formalities

### **What are the exit formalities that I need to complete and what are the timelines for the same?**

- You should ensure the following:
  - If you have opted for old tax regime, you need to submit the Investments Proof soft copies for claiming tax exemption on or before **03 April 2026**
  - You need to submit your pending reimbursement claims (soft copies) if any, i.e., LTA, Telephone, etc. on or before **03 April 2026**

### **Who do I submit company assets to?**

- You need to submit all company assets that may be in your possession and / or control, to your Line Manager (Assigned SPOC) by **03 April 2026**
- You may have some or all of the following company assets:
  - Laptop and Accessories
  - ID Card
  - Pedestal Keys / Locker Keys
  - Data card
  - VPN Token
  - Blackberry and Accessories
  - Corporate Card & Travel Advance
  - IDs - Outlook ID, and any other department specific IDs

Please note that your full and final settlement can be processed only after all the company assets have been returned.

### **How do I claim the Provident Fund that has been accumulated since I joined the company?**

- Please refer to Annexure 1

### **When will I get my salary for the current month?**

- Your salary for the days worked in **March 2026** will be credited to your bank account on **24 March 2026**.

### **What is the timeline for my Full and Final settlement?**

- Your full and final settlement will be processed on **24 April 2026**. Dues will be settled (net of recoveries and applicable income tax). This would include leave encashment (pro rata basis), NSA, Overtime & any other allowances (if applicable). Please note that any excess salary paid in **March 2026** will be adjusted while processing your final settlement.
- The above payment is subject to clearance from respective stakeholders on handover of assets. If clearance is pending from any of the stakeholder, F&F process will be kept on hold.

### **Will I be paid Gratuity?**

- To become eligible for the gratuity payment, staff is required to complete a continuous service of 4 years and 190 days in the organization. Accordingly, your eligibility will be calculated and if applicable, payment will be made within 30 days from your last working day.

### **What will happen to my Medical Insurance coverage?**

- Medical coverage will continue up to your last working date. However, in case of expenses already incurred and pending claim settlement, you are required to liaison with the insurance company directly.

- In case the employee exits from GSC India the parental insurance policy will be covered till the expiry of the policy and later New India Assurance Company and Medi Assist would offer individual health insurance policy on request and would extend continuity benefit if the request is made before the expiry of the policy.
- In case the employee has opted for voluntary top-up insurance policy for policy period May 2025 to Mar 2026, then the top-up cover will continue till expiry of policy.

#### **When will I get my Full and Final statement and Service / Experience Letter?**

- Your Full and Final statement and service / experience letter would be released by **07 May 2026**

#### **What is the treatment on Sodexo?**

- Your Sodexo coupons for the month of **March 2026** will be credited to your Sodexo account.

#### **What would be the validity of the Sodexo card and the balance on it?**

- The validity period is mentioned on the meal card. The amount can be utilized until the card is valid.

#### **Will there be any charges for not using Sodexo card for longer time period?**

- There can be non-usage fee/ inactivity fee if there is no credit or no debit on the card for continuously 90 days' period. For details of charges levied, you can reach out to Sodexo helpdesk numbers given in next FAQ.

#### **Who/where can I reach out for any questions on Sodexo card?**

- Sodexo /Pluxee Customer care can be reached out for any questions. Sodexo /Pluxee Customer Care: 022-69196919 or [consumer@care.pluxee.in](mailto:consumer@care.pluxee.in)

#### **How will my leave encashment be calculated?**

- Leave entitlement will be calculated on a pro rata basis (i.e., till your last working day). The available leave balance will be en-cashed and paid with your full and final Settlement. Similarly, any excess leave availed beyond the entitlement will be recovered during the full and final settlement process

#### **What happens to my ShareMatch Contributions?**

- Any contributions you have made which have not been used to buy shares yet will be refunded to you via payroll.
- If you are leaving as a result of retirement, redundancy, mutual agreement as approved by directors, injury, disability, illness or because your company is being sold, you will keep all your unvested Matching Awards – these shares will vest on the next annual ShareMatch vesting date after your leaving date.
- Computershare will be notified of your status change in the month you leave or in the following month, and will email you. Once you received the email from Computershare about status change, you can sell your Investment Shares and will not forfeit your Matching Shares.
- If you are leaving for any other reason, you will forfeit your unvested Matching Award.
- Please ensure you have up to date details on HRDirect before you leave, Computershare will receive this information in the month following the change. Please enter a personal email address in your EquatePlus account and update your home address, to ensure they can contact you.
- After your Matching Shares have vested, you will need to sell or transfer your shares to a broker as soon as practicable.

#### **Help**

If you have any questions, please visit the Help section of the EquatePlus portal for answers to common queries or to start a live online HelpChat conversation with a support agent (in English).

Alternatively, you can contact the dedicated Computershare HSBC Share Plan team:

Please phone +44 (0) 370 703 0161 – for local numbers, see the Help section of the EquatePlus portal. Lines are open 24/5 and support is available in multiple languages.

**Can I redeem my AOB points (received recognitions) once I've left HSBC?**

- Yes, the points you have been awarded belong to you. To access the shopping catalogue externally after you have left, you must have entered a personal email address and a mobile phone number in the 'Security' page (My settings and information), within the HSBC network. If you have not done this before leaving, you may write to the AOB Support team at - At Our Best Support Team [support@recognitionteam.com](mailto:support@recognitionteam.com)

## **Investment Proofs / FAP Reimbursements Claim Submission**

Submit the Proof of Investments (*for employees who have opted for the Old Tax Regime*) and pending FAP reimbursement claims i.e., LTA, Telephone, etc. as per the timelines mentioned below for claiming tax exemption.

### **Submission in Soft Copy by 03 April 2026**

Please fill and sign the following forms (Declaration form to claim Housing Loan Benefit, FAP Reimbursement Claim form, Form 12BB along with the Declaration for Investment Reimbursement Submission - If you have opted for old tax regime), scan them and share the duly signed soft copies of these Declarations, and Investments/Reimbursement claim documents which pertains to current financial year i.e., FY 2025 - 26 to [exitsupporthelpdesk@hsbc.co.in](mailto:exitsupporthelpdesk@hsbc.co.in) email ID by updating PS ID in Subject Line as per the timelines mentioned above.

***- Please update PSID and Type of Document i.e., PSID\_LIC, PSID, Telephone, etc., on each document while submitting***

In the absence of Investment proof submission in soft copy, taxes at actual will be deducted while processing final settlement.

Unclaimed FAP reimbursements if any will be paid after deduction of appropriate taxes.

### **Submission of Company Assets**

- **Hyderabad** – H2 - HSBC EDPI Pvt Ltd., Plot No.8, Survey No.64, Hi Tech City Layout Madhapur, Hyderabad-500 081 India
- **Bangalore** - GSC Bangalore 4, HSBC Electronic Data Processing India Private Limited. FUTURA, 148/1, Bannerghatta Road, Bilekahalli Village, Bangalore-560 076. India
- **Chennai** - HSBC EDPI Pvt. Ltd ,12<sup>th</sup> Floor, Global Infocity Building, No.40, MGR Salai, Kandanchavadi, Perungudi, Chennai 600 096, India
- **Kolkata** - K1 - HSBC EDPI Pvt. Ltd, DJ - 6, Sector – II, Salt Lake City, Kolkata, West Bengal, 700 091, India
- **Gurgaon** - HSBC EDPI Pvt. Ltd, 3F, Block 2, Block V DLF City, Phase III, Sec 25 A Gurugram Haryana 122002

## **ANNEXURE I**

### **Provident Fund**

**(i) Process for transfer of Provident Fund contribution:**

In case you wish to transfer your PF accumulations, you can apply for the same online by logging into UAN Portal ( <https://unifiedportal-mem.epfindia.gov.in/memberinterface/> ). Transfer of your PF accumulations should be attempted after 90 days from your last working day.

**(ii) Process for withdrawal of accumulated Provident Fund contribution:**

- In case you wish to withdraw your accumulated Provident Fund contribution, (if not employed any more) can apply for the same online by logging into UAN Portal ( <https://unifiedportal-mem.epfindia.gov.in/memberinterface/> ) after 60 days from date of exit. As a process, EPFO accepts withdrawal application only after 60 days from date of exit.
- On receipt of the online request, EPFO processes the request in line with EPFO guidelines.
- PF withdrawal amount is directly credited to the bank account available in EPFO records.

**(iii) Who can I contact to complete my PF formalities?**

If you face any difficulty in applying for PF Transfer / Withdrawal request online, you may write to [pfqueries@hsbc.co.in](mailto:pfqueries@hsbc.co.in) with the issue details for further guidance.

**(iv) How to locate an EPFO office in case of any grievances?**

The EPFO can be contacted through their official website. You can also check the status in respect of your withdrawal / transfer on the PF website

## One Month Professional Program

Welcome to your career transition program – a service designed to provide eligible employees with all the necessary skills needed to conduct an effective job search with focus on resume development, assistance in developing search strategies, networking and interview training, and changing roles, successfully.

In essence, our primary focus for you will be:



Early engagement with LHH provides immediate access to a LHH Career Coach who can provide resume development and interview support to prepare for internal and external job opportunities.

### Program Resources:

- ▶ A dedicated LHH Career Coach to provide strategy and guidance
- ▶ Career assessment tools and exploration of career options
- ▶ Resume preparation and marketing plan development
- ▶ Interviewing and negotiating coaching
- ▶ On-line profile development to support various social recruiting techniques
- ▶ LHH Career Resource Network™ (CRN) — the single best online site for individuals in career transition available anywhere.
- ▶ Dedicated Consultant to provide Market Connect Support
- ▶ Access to over 16,000 courses to help you gain new skills, stay sharp, and move your career ahead

### Did you know?



**95%** of recruiters use LinkedIn® to find candidates



**70%** of companies have disqualified candidates based on their online profile



**70%** of people find jobs through networking vs. 8% through job boards



**Get started now**

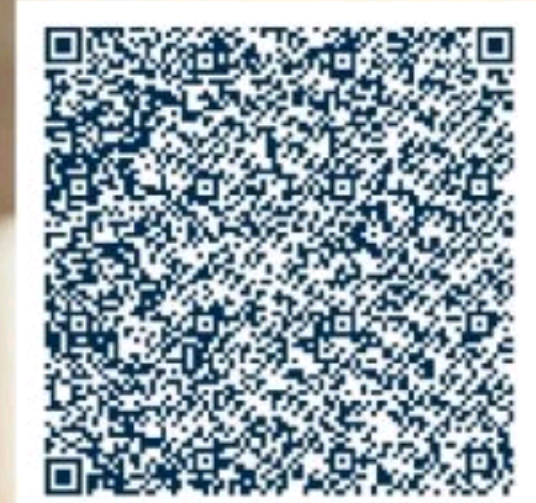
**We're here for you, all the way.**

Contact Person:

Mamta Thakur | Mamta.Thakur@Lhh.com | 8147229992/8

On behalf of all of us at LHH, we look forward to working with you during your career transition.

# SUPPORT TO ACHIEVE YOUR BEST



We can help you achieve your emotional and practical wellbeing.

Talk to an expert about

- Improving relationships
- Managing life changes
- Improving self-esteem and confidence
- Achieving work-life harmony

Request information about

- Childcare needs
- Caring for an elder
- School success
- Finding a gym

And many other topics. Just reach out. We can help!

Support is available 24 hours a day, 7 days a week.

Access is easy and confidential.

No matter when, no matter where, you have free, confidential support via multiple channels. Log in to the website to get all the information.



Freephone  
0008000503110



WhatsApp  
+1 984 920 6875



Direct Dial  
+91-8066080031



Website  
<https://global.helpwhereyouare.com>  
Company Code: hsbc



iConnectYou Passcode:  
Download the app from iOS or any Android app store and register using the following passcode:  
279969

## Employee Assistance Programme

Support is provided by Workplace Options, staffed by professionals who are completely independent of your organisation. They are bound by professional standards regarding confidentiality and do not disclose details of individuals who have contacted the service. Any information you share is at your discretion and will not be shared with your organisation.

### Pay Slip for November 2025

<b>EmpNo</b>	43623275	<b>Cost Centre</b>	5000000260
<b>Name</b>	INDRANIL SHAW	<b>Bank A/c No.</b>	150066959006
<b>Grade</b>	6	<b>Location</b>	KOL1
<b>Designation</b>	CLM OPERATIONS MANAGER	<b>PAN</b>	AXAPS5441A
<b>Date of Joining</b>	06-01-2011	<b>PF Account No.</b>	AP/HYD/37897/0000044008
<b>Department</b>	CLIENT LIFECYCLE MGT CMB	<b>ESI No</b>	
<b>Process</b>	KYC CMB - ETB	<b>CTC</b>	1,925,077.00
<b>UAN</b>	100167470912	<b>Aadhaar No</b>	463131456136

<b>Attendance</b>	<b>Total Days</b> 30.00 <b>LOP</b> 0.00 <b>Paid Days</b> 30.00 <b>Adj.Days</b> 0.00
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<b>Special Days</b>	Night Shift Allowance: 31 Days
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Earnings	Current Month	April-to-date Earnings	Deductions	Current Month	April-to-date Deductions
Basic	60,126.00	481,008.00	Income Tax	13,787.00	111,838.00
HRA	30,063.00	240,504.00	Provident Fund	7,215.00	57,720.00
Supplementary Allowance	56,677.00	453,416.00	Profession Tax	200.00	1,600.00
Night Shift Allowance	9,000.00	72,000.00	Other Deduction	0.00	2,030.00
Holiday Pay	0.00	4,849.00			
Tax GrossUp	0.00	532.00			
GBL_REC_AWARD	0.00	2,030.00			
<b>Total</b>	155,866.00	1,254,339.00		21,202.00	173,188.00

**Net Pay : Rs. 134,664.00**      *Rupees One Lakhs Thirty Four Thousand Six Hundred Sixty Four Only.*

#### Reimbursements

Reimbursements	Eligibility Amount	Accrued Amount till Current Month	Amt Claimed till Last Month	Amt Claimed in Current Month	Accrued Balance to be claimed	Approved Bill Amt C/F
Telephone Reimbursement	9,000	6,000	2,124	0	3,876	0
Fuel & Maintenance Reimb	21,600	14,400	12,000	0	2,400	0
Driver Reimbursement	10,800	7,200	3,600	0	3,600	0



## Pay Slip for December 2025

<b>EmpNo</b>	43623275	<b>Cost Centre</b>	5000000260
<b>Name</b>	INDRANIL SHAW	<b>Bank A/c No.</b>	150066959006
<b>Grade</b>	6	<b>Location</b>	KOL1
<b>Designation</b>	CLM OPERATIONS MANAGER	<b>PAN</b>	AXAPS5441A
<b>Date of Joining</b>	06-01-2011	<b>PF Account No.</b>	AP/HYD/37897/0000044008
<b>Department</b>	CLIENT LIFECYCLE MGT CMB	<b>ESI No</b>	
<b>Process</b>	KYC CMB - ETB	<b>CTC</b>	1,925,077.00
<b>UAN</b>	100167470912	<b>Aadhaar No</b>	xxxx-xxxx-6136

<b>Attendance</b>	<b>Total Days</b> 31.00 <b>LWP</b> 0.00 <b>Paid Days</b> 31.00 <b>Adj.Days</b> 0.00
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<b>Special Days</b>	Night Shift Allowance: 30 Days
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Earnings	Current Month	April-to-date Earnings	Deductions	Current Month	April-to-date Deductions
Basic	60,126.00	541,134.00	Income Tax	13,786.00	125,624.00
HRA	30,063.00	270,567.00	Provident Fund	7,215.00	64,935.00
Supplementary Allowance	56,677.00	510,093.00	Profession Tax	200.00	1,800.00
Night Shift Allowance	9,000.00	81,000.00	Other Deduction	0.00	2,030.00
Holiday Pay	0.00	4,849.00			
Tax GrossUp	0.00	532.00			
GBL_REC_AWARD	0.00	2,030.00			
<b>Total</b>	<b>155,866.00</b>	<b>1,410,205.00</b>		<b>21,201.00</b>	<b>194,389.00</b>

**Net Pay : Rs. 134,665.00** Rupees One Lakhs Thirty Four Thousand Six Hundred Sixty Five Only.

## Reimbursements

Reimbursements	Eligibility Amount	Accrued Amount till Current Month	Amt Claimed till Last Month	Amt Claimed in Current Month	Accrued Balance to be claimed	Approved Bill Amt C/F
Telephone Reimbursement	9,000	6,750	2,124	0	4,626	0
Fuel & Maintenance Reimb	21,600	16,200	12,000	0	4,200	0
Driver Reimbursement	10,800	8,100	3,600	0	4,500	0

**Message:** Happy New Year



## Pay Slip for March 2026

<b>EmpNo</b>	43623275	<b>Cost Centre</b>	5000000260
<b>Name</b>	INDRANIL SHAW	<b>Bank A/c No.</b>	150066959006
<b>Grade</b>	6	<b>Location</b>	KOL1
<b>Designation</b>	CLM OPERATIONS MANAGER	<b>PAN</b>	AXAPS5441A
<b>Date of Joining</b>	06-01-2011	<b>PF Account No.</b>	AP/HYD/37897/0000044008
<b>Department</b>	CIB CLM CDD	<b>ESI No</b>	
<b>Process</b>	KYC CMB - ETB	<b>CTC</b>	1,925,077.00
<b>UAN</b>	100167470912	<b>Aadhaar No</b>	xxxx-xxxx-6136

<b>Attendance</b>	<b>Total Days</b> 31.00 <b>LWP</b> 0.00 <b>Paid Days</b> 31.00 <b>Adj.Days</b> 0.00
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<b>Special Days</b>	Night Shift Allowance: 28 Days
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Earnings	Current Month	April-to-date Earnings	Deductions	Current Month	April-to-date Deductions
Basic	60,126.00	721,512.00	Income Tax	59,116.00	224,676.00
HRA	30,063.00	360,756.00	Provident Fund	7,215.00	86,580.00
Supplementary Allowance	56,677.00	680,124.00	Profession Tax	200.00	2,400.00
Night Shift Allowance	9,000.00	108,000.00	Other Deduction	3,439.00	48,699.00
Holiday Pay	0.00	9,698.00			
Immediate Cash	190,428.00	190,428.00			
Tax GrossUp	5,114.00	17,000.00			
GBL_REC_AWARD	3,439.00	12,754.00			
SERVICE RECOGNITION	0.00	35,945.00			
Telephone Taxable	1,920.00	1,920.00			
Fuel & Maintenance Taxabl	100.00	100.00			
Taxable Driver Reimburse	900.00	900.00			
<b>Total</b>	<b>357,767.00</b>	<b>2,139,137.00</b>		<b>69,970.00</b>	<b>362,355.00</b>

**Net Pay : Rs. 287,797.00** Rupees Two Lakhs Eighty Seven Thousand Seven Hundred Ninety Seven Only.

## Reimbursements

Reimbursements	Eligibility Amount	Accrued Amount till Current Month	Amt Claimed till Last Month	Amt Claimed in Current Month	Accrued Balance to be claimed	Approved Bill Amt C/F
Telephone Reimbursement	9,000	9,000	7,080	0	1,920	0
Fuel & Maintenance Reimb	21,600	21,600	19,800	1,700	100	0
Driver Reimbursement	10,800	10,800	9,900	0	900	0