



**May 31, 2021**

Dear **Aishe Bikash**,

Pending favorable reference response and background investigation, **Sutherland** is pleased to make you this offer of employment. The details of your offer are as follows:

<b>Hiring Manager</b>	Marijana (Maja) Mikinac
<b>Date of Offer</b>	May 31, 2021
<b>Program Name</b>	Sutherland Global Services Canada ULC
<b>Start Date</b>	June 14, 2021
<b>Days of Operation</b>	From Sunday to Saturday
<b>Hours of Operation</b>	From 9:00 AM to 1:00 AM
<b>Rate of Pay</b>	\$15.70/Hourly
<b>Paydays</b>	Fridays; Bi-weekly
<b>Training Days and Hours</b>	June 14, 2021 to June 30, 2021 and Time 11:00 AM to 7:00 PM
<b>Employment Paperwork Deadline</b>	June 1, 2021

**Vacation:** Two weeks for the first four years of employment, three weeks for the fifth and subsequent years of employment. You are required by law to take 2 weeks (10 days) vacation each year. It is your responsibility to ensure that you are in compliance with all Canadian labour laws, therefore please work with your manager and schedule accordingly.

**Vacation:** Vacation accrual will be at the rate of four percent (4%) of your gross earnings, equivalent to two weeks of vacation time, annually.

#### Accommodation Process

Sutherland has an accommodation process in place and provides accommodations for employees with disabilities. If you require a specific accommodation because of a disability or a medical need, please contact a member of Human Resources at 1-800-591-9395 or by e-mail at [Canada.HRManagers@sutherlandglobal.com](mailto:Canada.HRManagers@sutherlandglobal.com) so that arrangements can be made for the appropriate accommodations to be in place before you begin your employment.

#### Release of Personal Info Agreement

Upon acceptance of this letter of employment, you agree to the release of personal information, for the sole purpose of the Company applying for Wage Subsidy Programs, should it decide to do so, or for any reason allowable under the laws of Canada or the Province of Ontario and shall execute such documentation as may be necessary to carry out such intent, from time to time.

## **Privacy Statement**

Sutherland is committed to ensuring the confidentiality and privacy of your personal information. As an employee of Sutherland, you ("the Employee") acknowledge the following:

(a) All communications (including telephone communications, faxes and e-mails) made, sent or received by the Employee in the course of his/her employment or using telecommunication or computer equipment belonging to Sutherland may be intercepted or accessed by Sutherland and he/she has no expectation of privacy in this regard.

(b) Sutherland will receive "personal information" from the Employee as defined in the Personal Information Protection and Electronic Documents Act. By commencing and continuing employment with Sutherland, the Employee is consenting to the collection, use and disclosure of his/her personal information (including to third parties) for the purpose of Sutherland's business and that his/her consent may not be revoked.

(c) The Employee has the ability to access their personal information in order to review, update or correct when appropriate. The Human Resource Department will hold all employee information in their personnel file.

(d) Should employment with Sutherland cease, the Human Resource Department will only disclose information pertaining to the course of the Employee's employment with written consent from the Employee.

You covenant and agree that you shall not be entitled to any other form of termination benefits or payment from Sutherland, including, without limitation, termination pay, severance pay and pay in lieu of notice of termination, except as expressly provided for herein. You unconditionally release Sutherland and its owner, subsidiaries and affiliates, and its and their respective directors, officers, employees and shareholders from any and all claims, liabilities or obligations under this Agreement or under statute or common law in connection with your employment or the termination thereof.

## **Employee PC Maintenance Agreement**

I understand that as a Sutherland Employee working remotely:

My personal computer is vital to working for Sutherland. I am responsible for maintaining my personal computer to ensure that it remains in a "ready-to-work" state. This includes, but is not limited to, having an up-to-date antivirus program, keeping my PC free from adware, malware, and spyware through the use of an industry standard application and applying all appropriate Windows Security updates.

My internet connection is also vital to my ability to serve as a Sutherland employee and it is my responsibility to ensure that I have the bandwidth necessary to perform my duties. This includes using only a wired, not wireless, connection to my work PC and ensuring that others on my personal home network are not using bandwidth intensive applications, such as peer-to-peer programs, online games, or binary downloads during my scheduled work hours.

Sutherland can only provide support for Sutherland software. If through troubleshooting with the helpdesk, it is determined that my PC or its software is preventing me from using the provided tools, I am responsible for fixing the problem prior to logging into the Sutherland systems to perform work. It is incumbent upon me, to get my equipment working as quickly as possible. I understand that if I cannot log into the systems and be present for my assigned shift, I will not be compensated.

I also understand that if I have more than two (2) technical issues that are not attributable to Sutherland's equipment, software, or network, and prevent me from working my scheduled shifts within a 30-day period, I may be released from the company.

During the course of troubleshooting technical issues experienced by a work at home employee, a member of the technical support team from Sutherland may require access to devices owned by the work at home employee, including but not limited to computer, router, and cable modem. This work will be done to verify settings and configuration to help ensure stability of the home network's ability to support the work at home employee's need to perform their job for Sutherland Global Services from their work at home environment. The work at home employee will cooperate with requests of this nature. The work at home employee will be able to monitor everything the technician is doing. If the work at home employee does not cooperate with Sutherland Global Services technical support, the work at home employee cannot be compensated for time lost due to technical issues.

I understand that working remotely requires verbal and written communication with my manager and peers. It is important that during my scheduled shift, I am accessible and respond within a reasonable period through the communication tools used on my program. Should there be a problem or technical issue with my communication tools, I understand that I need to notify my Team Manager through another avenue immediately.

### **Employee Equipment Maintenance Agreement**

I understand that as a Sutherland Employee working remotely:

The equipment required for the role is a combination of personal equipment and Sutherland-provided equipment, as outlined in the job description to which I applied. I understand that it is vital to my position that I keep all personal and Company-owned equipment in a ready-to-work state. This includes, but is not limited to, having an up-to-date antivirus program, keeping my PC free from adware, malware, and spyware through the use of an industry standard application and applying all appropriate Windows Security updates.

My internet connection is also vital to my ability to serve as a Sutherland employee and it is my responsibility to ensure that I have the bandwidth necessary to perform my duties. This includes using only a wired, not wireless, connection to my work PC and ensuring that others on my personal home network are not using bandwidth intensive applications, such as peer-to-peer programs, online games, or binary downloads during my scheduled work hours.

Sutherland can only provide support for Sutherland software and equipment. If through troubleshooting with the helpdesk, it is determined that my personal equipment or software is preventing me from using the provided tools, I am responsible for fixing the problem prior to logging into the Sutherland systems to perform work. It is incumbent upon me, to get my equipment working as quickly as possible. I understand that if I cannot log into the systems and be present for my assigned shift, I will not be compensated.

I also understand that if I have more than two (2) technical issues that are not attributable to Sutherland's equipment, software, or network, and prevent me from working my scheduled shifts within a 30-day period, I may be released from the company.

Finally, I understand that Sutherland will provide cutting-edge equipment and that this equipment is the property of Sutherland. I further agree that in the event that my employment with the Company would be

voluntarily or involuntarily terminated for any reason, I will return the Equipment to the Company without damage and in good working order. Should I fail to return the Equipment, I hereby agree that I shall reimburse the Company for the value of the Equipment plus any applicable collection fees assessed.

During the course of troubleshooting technical issues experienced by a work at home employee, a member of the technical support team from Sutherland may require access to devices owned by the work at home employee, including but not limited to computer, router, and cable modem. This work will be done to verify settings and configuration to help ensure stability of the home network's ability to support the work at home employee's need to perform their job for Sutherland Global Services from their work at home environment. The work at home employee will cooperate with requests of this nature. The work at home employee will be able to monitor everything the technician is doing. If the work at home employee does not cooperate with Sutherland Global Services technical support, the work at home employee cannot be compensated for time lost due to technical issues.

I understand that working remotely requires verbal and written communication with my manager and peers. It is important that during my scheduled shift, I am accessible and respond within a reasonable period through the communication tools used on my program. Should there be a problem or technical issue with my communication tools, I understand that I need to notify my Team Manager through another avenue immediately.

#### **CLEAN DESK POLICY**

Sutherland is committed to safeguard its data and client data by providing adequate protection to its Information assets. In order to safeguard the data appropriately and adequately, this policy has been developed to guide employees, contractors, clients and to provide appropriate levels of protection to Information assets as well as organization and client data.

This policy is to work in conjunction with other standing policies from HR, InfoSec, Program, and Clients.

- Your work area must be secure and enclosed in its own room
- Doors must remain locked during non-working hours or when you're away from your desk
- Windows must have a locking mechanism and be locked during non-working hours to prevent access from the outside
- Your monitors must be set up in such a way that your screen is not visible to unauthorized persons or from outside the work perimeter
- Your computer and monitors must be switched off during non-working hours and locked when you're away from your desk for lunch or a break
- Your work area must remain undisturbed during working hours, with no interruptions, to prevent any unnecessary background noise
- Personal effects including but not limited to personal electronics such as cell phones, smart watches, personal computers or laptops, tablets, capable of capturing, storing or communicating company, customer and/or client-related information must be stored outside of your work area to protect our client's confidential information and to prevent unauthorized communication
- No Food is to be consumed while you're on a customer call. You may have closed drink containers at your desk
- Pencils, pens, markers, or other writing devices are not permitted on your person or in your work area
- No paper or paper products or writeable surfaces, including but not limited to reading material, paper cups, tissue boxes, napkins, or whiteboards are permitted in your work area and all work documents must be referenced electronically
- Printers and printing paper used with personal computers must be stored outside of your work area

Please reach out to your Team Manager if you need assistance organizing your area. Thank you for your

cooperation.

## **Confidentiality and Intellectual Property Agreement**

I hereby agree to the terms and conditions of this Confidentiality and Intellectual Property Agreement (this "Agreement") in consideration of my employment or continued employment by Sutherland Global Services, Inc. or its subsidiaries or other affiliates (collectively, the "Company").

**1. CONFIDENTIALITY.** During my employment by the Company and at all times thereafter, I will hold in strictest confidence, and will not use or disclose, any Confidential Information (as defined below), except to the extent such use or disclosure may be required in connection with my work for the Company. "Confidential Information" means any and all confidential and/or proprietary knowledge, documents, computer files, data and other information and materials of the Company, or of its customers, suppliers or other third parties to whom the Company may have an obligation of confidentiality, whether I first learned of such information or materials before or after the date I sign this Agreement, including, but not limited to, all non-public information and materials relating to: (i) the Company's products and services, (ii) the Company's pricing strategies, pricing models and cost structures, (iv) service delivery methods and other business processes and methods of the Company, (iv) customer lists, supplier lists and other information regarding the Company's customers or suppliers, (v) the Company's business plans and marketing plans, (vi) the Company's management and financial reports, (vii) software source codes and object codes of the Company, (viii) the Company's research and development activities and (ix) the Company's employee records, personnel files, information relating to employee roles and capabilities, and compensation information. In addition, Confidential Information shall include any information and materials that are marked as proprietary or confidential information of the Company, or that I am told (or that I reasonably would be expected to know) are proprietary or confidential information of the Company.

**2. INTELLECTUAL PROPERTY.** I hereby assign, and agree to assign in the future, to the Company or its designee, at no charge, all of my right, title and interest in and to any and all Intellectual Property (as defined below) with respect to any works, inventions or other materials that I, whether solely or jointly with others, create, conceive or reduce to practice in the course of my employment at the Company or using the time, facilities or property of the Company. I will, at the Company's request, promptly execute a written assignment to the Company of any such Intellectual Property and will cooperate with the Company to the extent reasonable with respect to the protection and enforcement of any such Intellectual Property. "Intellectual Property" means all rights, worldwide, to any inventions (whether or not patentable), patents, patent applications, copyrights, trade secrets, know-how and other intellectual property rights.

**3. RETURN OF COMPANY MATERIALS.** *Upon termination of my employment with the Company for any reason whatsoever, voluntarily or involuntarily, and at any earlier time that the Company requests, I will deliver to the person designated by the Company all originals and copies of all documents, computer files, keys, identification cards and other property of the Company in my possession, under my control or to which I may have access. I will not reproduce or appropriate for my own use, or for the use of others, any property (including but not limited to Intellectual Property) of the Company or any Confidential Information.*

**4. OBLIGATIONS TO FORMER EMPLOYERS.** *During my employment by the Company, I will not improperly use or disclose any confidential or proprietary information or trade secrets of any former employer or any other person to whom I have an obligation of confidentiality, and I will not bring onto the premises of the Company any unpublished documents or any other materials containing such confidential or proprietary information or trade secrets unless consented to in writing by that former employer or person.*

**5. AUTHORIZATION TO NOTIFY SUBSEQUENT EMPLOYER.** I hereby authorize the Company to notify any subsequent employer about my rights and obligations under this Agreement following the termination of my employment with the Company.

**6. LEGAL AND EQUITABLE REMEDIES.** Because my services are personal and unique and because I may have access to and become acquainted with the Confidential Information, the Company shall have the right to enforce this Agreement and any of its provisions by injunction, specific performance or other equitable relief, without bond and without prejudice to any other rights and remedies that the Company may have for a breach of this Agreement. In the event that any suit or action is instituted to enforce any provision of this Agreement, the prevailing party shall be entitled to recover from the losing party all fees, costs and expenses of enforcing any right of such prevailing party under or with respect to this Agreement (including, without limitation, reasonable fees and expenses of attorneys, accountants and expert witnesses), which shall include, without limitation, all fees, costs and expenses of appeals.

**7. EMPLOYMENT.** *I agree and understand that nothing in this Agreement shall confer any right with respect to continuation of my employment by the Company, nor shall it interfere in any way with any right that I or the Company may have to terminate my employment at any time, with or without cause. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of this Agreement unless otherwise expressly stated in writing by the Company.*

**8. APPLICABLE LAW.** *This Agreement will be governed by and construed according to the laws of the State of New York, without reference to its governed by and construed according to the laws of the choice of law rules.*

**9. SEVERABILITY.** The invalidity or unenforceability of any one or more of this Agreement's terms or provisions shall not impair or affect the validity or enforceability of the remaining terms or provisions, and this Agreement shall be construed and enforced as if the invalid or unenforceable term or provision had not been contained in this Agreement. If any term or provision contained in this Agreement is adjudged by a court of competent jurisdiction to be with respect to the subject matter hereof and supersedes excessively broad as to duration, scope or subject, the term or provision shall be limited and reduced so as to be enforceable under applicable law.

**10. SUCCESSORS AND ASSIGNS.** This Agreement will be binding upon my heirs, executors, administrators and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.

**11. SURVIVAL.** *The provisions of this Agreement shall survive the termination of my employment and the assignment of this Agreement by the Company to any successor in interest or other assignee.*

**12. MODIFICATION AND WAIVERS.** No modification of or amendment to this Agreement, nor any waiver of any rights under this Agreement, will be effective unless in writing and signed by the party to be charged.

**13. ENTIRE AGREEMENT.** This Agreement is the final, complete and exclusive agreement of the parties and merges all prior discussions between us; provided, however, that, notwithstanding the foregoing, to the extent I have entered into any other agreement containing provisions that are more protective of the Company's confidential information and other rights than are the provisions of this Agreement, such more protective provisions shall not be superseded, but rather shall continue in effect in accordance with their terms.

On behalf of everyone at Sutherland, I welcome you to our team. We have complete confidence in your

ability to find professional and personal satisfaction here.

Sincerely,

Laura M M Jarvi  
Talent Acquisition  
Sutherland

I acknowledge and understand that by signing this document I am attesting to the fact that I agree to and am willing to comply with the details and requirements of the employment position that I am being offered.

I acknowledge and understand that my offer is contingent upon successfully passing the background check, drug screen and completion of the required employment documentation by the date noted above.

Offer electronically accepted by: Aishe Bikash Mondal  
Offer electronically accepted on: May 31, 2021, 10:38 AM GMT-04:00



Signed Offer Letter



**March 05, 2025**

**Re: Letter of Employment**

**HRC2046180**

**To Whomsoever It May Concern**

Dear Sir/Madam,

Sutherland Global Services, Inc. is a leading Business Process Outsourcing company with over thirty years of experience in customer management. Since 1986, some of the world's most respected companies have depended on Sutherland to manage various aspects of their customer operations. Sutherland provides call-center and back-office outsourcing services with operations in the United States, Canada, Mexico, Colombia, United Kingdom, United Arab Emirates, Egypt, Bulgaria, India, and the Philippines. For more information regarding Sutherland Global Services, please review [www.sutherlandglobal.com](http://www.sutherlandglobal.com)

This is to certify that Aishe Bikash Mondal was an employee of Sutherland Global Services, Canada Work at Home, from June 14, 2021 till 09-18-2024 as Associate-Technology. She worked as a Full-Time employee and was paid CAD 37,856.00 annually. As a full-time employee, She was expected to work 35 - 44 hours per week.

In this role, Aishe Bikash Mondal routinely performs the following duties and responsibilities:

- Answers phones and responds to customer requests
- Provide customer with product and service information
- Identify, research and resolve technical customer issues as trained
- Diagnose, troubleshoot and resolve basic to advanced technical concerns
- Document customer notes, reports and logs
- Meet client contractual goals and metric with regards to providing the customer excellent service
- Other duties as assigned by management

For third party verification, you may contact us via email at [GlobalHRServices@sutherlandglobal.com](mailto:GlobalHRServices@sutherlandglobal.com). Kindly attach a copy of the employment letter to this email.

Sincerely,

Karim Vastani  
Associate Manager, Global HR Services  
Sutherland Global Services.

CO. FILE DEPT. CLOCK VCHR. NO. 086  
DGR 492947 015126 0000280361 1

## Earnings Statement



THE SUTHERLAND GROUP CANADA CORP  
500 OUELLETTE AVE.  
WINDSOR, ON  
N9A 1B3

Period Ending: 07/06/2024  
Pay Date: 07/12/2024

Exemptions/Allowances:  
Federal: \$15705  
Provincial: \$12399

AISHE BIKASH MONDAL  
463 DREWRY AVENUE  
NORTH YORK ON M2R 2K6

Earnings	rate	hours	this period	year to date
Regular	18.2000	69.28	1,260.90	19,489.65
Stat Hol Wrkd	18.2000	8.58	234.24	947.05
Stat Holiday	18.2000	8.48	154.34	647.74
Overtime				15.02
<b>Gross Pay</b>			<b>\$1,649.48</b>	21,099.46

Other Benefits and Information	this period	total to date
Taxable Benefits:		
Life Taxben	2.61	36.12
Vac Accrual		853.63
Totalaccess		06/14/2021

Deductions	Statutory	
Federal Tax	-202.00	2,426.77
EI	-27.38	350.26
CPP	-90.29	1,145.45
<b>Other</b>		
Dental	-2.97	43.29
Health	-6.86	100.03
Ltd	-18.76	275.24
Vision Care	-0.44	6.18
<b>Net Pay</b>	<b>\$1,300.78</b>	
Full Deposit	-1,300.78	16,752.24
<b>Net Cheque</b>	<b>\$0.00</b>	

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THE SUTHERLAND GROUP CANADA CORP  
500 OUELLETTE AVE.  
WINDSOR, ON  
N9A 1B3

Advice number: 00000280361  
Pay date: 07/12/2024

Deposited to the account of  
Dépôt effectué au compte de  
AISHE BIKASH MONDAL

account number n° de compte	bank/transit No. n° succ.	amount montant
xxx8221	xxx xxxxx	\$1,300.78

BANK OF MONTREAL  
BANQUE DE MONTRÉAL  
FIRST CANADIAN PLACE  
TORONTO, ONTARIO

THIS IS NOT A CHEQUE  
CECI N'EST PAS UN CHEQUE

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NON-NEGOTIABLE

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DGR 492947 015126 0000300394 1



THE SUTHERLAND GROUP CANADA CORP  
500 OUELLETTE AVE.  
WINDSOR, ON  
N9A 1B3

## Earnings Statement



Period Ending: 07/20/2024  
Pay Date: 07/26/2024

Exemptions/Allowances:  
Federal: \$15705  
Provincial: \$12399

AISHE BIKASH MONDAL  
463 DREWRY AVENUE  
NORTH YORK ON M2R 2K6

Earnings	rate	hours	this period	year to date
Regular	18.2000	86.88	1,581.22	21,070.87
Overtime				15.02
Stat Hol Wrkd				947.05
Stat Holiday				647.74
<b>Gross Pay</b>			<b>\$1,581.22</b>	22,680.68

Other Benefits and Information	this period	total to date
Taxable Benefits:		
Life Taxben	2.61	38.73
Vac Accrual		916.88
Totalaccess		06/14/2021

Deductions	Statutory		
Federal Tax	-189.36	2,616.13	
EI	-26.25	376.51	
CPP	-86.23	1,231.68	
<b>Other</b>			
Dental	-2.97	46.26	
Health	-6.86	106.89	
Ltd	-18.76	294.00	
Vision Care	-0.44	6.62	
<b>Net Pay</b>	<b>\$1,250.35</b>		
Full Deposit	-1,250.35	18,002.59	
<b>Net Cheque</b>	<b>\$0.00</b>		

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THE SUTHERLAND GROUP CANADA CORP  
500 OUELLETTE AVE.  
WINDSOR, ON  
N9A 1B3

Advice number: 00000300394  
Pay date: 07/26/2024

Deposited to the account of  
Dépôt effectué au compte de  
AISHE BIKASH MONDAL

account number n° de compte	bank/transit No. n° succ.	amount montant
xxx8221	xxx xxxxx	\$1,250.35

BANK OF MONTREAL  
BANQUE DE MONTRÉAL  
FIRST CANADIAN PLACE  
TORONTO, ONTARIO

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## Earnings Statement



THE SUTHERLAND GROUP CANADA CORP  
500 OUELLETTE AVE.  
WINDSOR, ON  
N9A 1B3

Period Ending: 08/03/2024  
Pay Date: 08/09/2024

Exemptions/Allowances:  
Federal: \$15705  
Provincial: \$12399

AISHE BIKASH MONDAL  
463 DREWRY AVENUE  
NORTH YORK ON M2R 2K6

Earnings	rate	hours	this period	year to date
Regular	18.2000	77.61	1,412.50	22,483.37
Overtime				15.02
Stat Hol Wrkd				947.05
Stat Holiday				647.74
<b>Gross Pay</b>			<b>\$1,412.50</b>	24,093.18

Other Benefits and Information	this period	total to date
Taxable Benefits:		
Life Taxben	2.61	41.34
Vac Accrual		973.38
Totalaccess		06/14/2021

Deductions	Statutory		
Federal Tax	-153.40	2,769.53	
EI	-23.45	399.96	
CPP	-76.19	1,307.87	
<b>Other</b>			
Dental	-2.97	49.23	
Health	-6.86	113.75	
Ltd	-18.76	312.76	
Vision Care	-0.44	7.06	
<b>Net Pay</b>	<b>\$1,130.43</b>		
Full Deposit	-1,130.43	19,133.02	
<b>Net Cheque</b>	<b>\$0.00</b>		

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THE SUTHERLAND GROUP CANADA CORP  
500 OUELLETTE AVE.  
WINDSOR, ON  
N9A 1B3

Advice number: 00000320382  
Pay date: 08/09/2024

Deposited to the account of  
Dépôt effectué au compte de  
AISHE BIKASH MONDAL

account number n° de compte	bank/transit No. n° succ.	amount montant
xxx8221	xxx xxxxx	\$1,130.43

BANK OF MONTREAL  
BANQUE DE MONTRÉAL  
FIRST CANADIAN PLACE  
TORONTO, ONTARIO

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NON-NEGOTIABLE

CO.	FILE	DEPT.	CLOCK	VCHR. NO.	086
DGR	492947	015126		0000340427	1

# Earnings Statement



THE SUTHERLAND GROUP CANADA CORP  
500 OUELLETTE AVE.  
WINDSOR, ON  
N9A 1B3

Period Ending: 08/17/2024  
Pay Date: 08/23/2024

Exemptions/Allowances:  
Federal: \$15705  
Provincial: \$12399

AISHE BIKASH MONDAL  
463 DREWRY AVENUE  
NORTH YORK ON M2R 2K6

Earnings	rate	hours	this period	year to date
Regular	18.2000	82.94	1,509.51	23,992.88
Overtime	27.3000	.12	3.28	18.30
Stat Hol Wrkd				947.05
Stat Holiday				647.74
<b>Gross Pay</b>			<b>\$1,512.79</b>	25,605.97

Other Benefits and Information	this period	total to date
Taxable Benefits:		
Life Taxben	2.61	43.95
Vac Accrual		1,033.89
Totalaccess		06/14/2021

Deductions	Statutory		
Federal Tax	-176.68	2,946.21	
EI	-25.11	425.07	
CPP	-82.16	1,390.03	
<b>Other</b>			
Dental	-2.97	52.20	
Health	-6.86	120.61	
Ltd	-18.76	331.52	
Vision Care	-0.44	7.50	
<b>Net Pay</b>	<b>\$1,199.81</b>		
Full Deposit	-1,199.81	20,332.83	
<b>Net Cheque</b>	<b>\$0.00</b>		

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THE SUTHERLAND GROUP CANADA CORP  
500 OUELLETTE AVE.  
WINDSOR, ON  
N9A 1B3

Advice number: 00000340427  
Pay date: 08/23/2024

Deposited to the account of  
Dépôt effectué au compte de  
AISHE BIKASH MONDAL

account number n° de compte	bank/transit No. n° succ.	amount montant
xxx8221	xxx xxxxx	\$1,199.81

THIS IS NOT A CHEQUE  
CECI N'EST PAS UN CHEQUE

BANK OF MONTREAL  
BANQUE DE MONTRÉAL  
FIRST CANADIAN PLACE  
TORONTO, ONTARIO

NON NÉGOCIABLE  
NON-NEGOTIABLE

CO. FILE DEPT. CLOCK VCHR. NO. 086  
DGR 492947 015126 0000360444 1

## Earnings Statement



THE SUTHERLAND GROUP CANADA CORP  
500 OUELLETTE AVE.  
WINDSOR, ON  
N9A 1B3

Period Ending: 08/31/2024  
Pay Date: 09/06/2024

Exemptions/Allowances:  
Federal: \$15705  
Provincial: \$12399

AISHE BIKASH MONDAL  
463 DREWRY AVENUE  
NORTH YORK ON M2R 2K6

Earnings	rate	hours	this period	year to date
Regular	18.2000	86.05	1,566.11	25,558.99
Overtime				18.30
Stat Hol Wrkd				947.05
Stat Holiday				647.74
<b>Gross Pay</b>			<b>\$1,566.11</b>	27,172.08

Other Benefits and Information	this period	total to date
Taxable Benefits:		
Life Taxben	2.61	46.56
Vac Accrual		1,096.53
Totalaccess		06/14/2021

Deductions	Statutory		
Federal Tax	-186.56	3,132.77	
EI	-26.00	451.07	
CPP	-85.33	1,475.36	
<b>Other</b>			
Dental	-2.97	55.17	
Health	-6.86	127.47	
Ltd	-18.76	350.28	
Vision Care	-0.44	7.94	
<b>Net Pay</b>	<b>\$1,239.19</b>		
Full Deposit	-1,239.19	21,572.02	
<b>Net Cheque</b>	<b>\$0.00</b>		

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THE SUTHERLAND GROUP CANADA CORP  
500 OUELLETTE AVE.  
WINDSOR, ON  
N9A 1B3

Advice number: 00000360444  
Pay date: 09/06/2024

Deposited to the account of  
Dépôt effectué au compte de  
AISHE BIKASH MONDAL

account number n° de compte	bank/transit No. n° succ.	amount montant
xxx8221	xxx xxxxx	\$1,239.19

BANK OF MONTREAL  
BANQUE DE MONTRÉAL  
FIRST CANADIAN PLACE  
TORONTO, ONTARIO

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NON NÉGOCIABLE  
NON-NEGOTIABLE

CO. FILE DEPT. CLOCK VCHR. NO. 086  
DGR 492947 015126 0000380468 1

## Earnings Statement



THE SUTHERLAND GROUP CANADA CORP  
500 OUELLETTE AVE.  
WINDSOR, ON  
N9A 1B3

Period Ending: 09/14/2024  
Pay Date: 09/20/2024

Exemptions/Allowances:  
Federal: \$15705  
Provincial: \$12399

AISHE BIKASH MONDAL  
463 DREWRY AVENUE  
NORTH YORK ON M2R 2K6

Earnings	rate	hours	this period	year to date
Regular	18.2000	25.87	470.83	26,029.82
Stat Hol Wrkd	18.2000	8.50	232.05	1,179.10
Stat Holiday	18.2000	8.45	153.79	801.53
Vacation Pay	18.2000	40.00	728.00	728.00
Overtime				18.30
<b>Gross Pay</b>			<b>\$1,584.67</b>	28,756.75

Other Benefits and Information	this period	total to date
Taxable Benefits:		
Life Taxben	2.61	49.17
Vac Accrual		402.80
Totalaccess		06/14/2021

Deductions	Statutory	
Federal Tax	-190.00	3,322.77
EI	-26.31	477.38
CPP	-86.43	1,561.79
<b>Other</b>		
Dental	-2.97	58.14
Health	-6.86	134.33
Ltd	-18.76	369.04
Vision Care	-0.44	8.38
<b>Net Pay</b>	<b>\$1,252.90</b>	
Full Deposit	-1,252.90	22,824.92
<b>Net Cheque</b>	<b>\$0.00</b>	

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THE SUTHERLAND GROUP CANADA CORP  
500 OUELLETTE AVE.  
WINDSOR, ON  
N9A 1B3

Advice number: 00000380468  
Pay date: 09/20/2024

Deposited to the account of  
Dépôt effectué au compte de  
AISHE BIKASH MONDAL

account number n° de compte	bank/transit No. n° succ.	amount montant
xxx8221	xxx xxxxx	\$1,252.90

BANK OF MONTREAL  
BANQUE DE MONTRÉAL  
FIRST CANADIAN PLACE  
TORONTO, ONTARIO

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NON NÉGOCIABLE  
NON-NEGOTIABLE



CO.	FILE	DEPT.	CLOCK	VCHR. NO.	086
DGR	492947	015126		0000400433	1

# Earnings Statement



THE SUTHERLAND GROUP CANADA CORP  
500 OUELLETTE AVE.  
WINDSOR, ON  
N9A 1B3

Period Ending: 09/28/2024  
Pay Date: 10/04/2024

Exemptions/Allowances:  
Federal: \$15705  
Provincial: \$12399

AISHE BIKASH MONDAL  
463 DREWRY AVENUE  
NORTH YORK ON M2R 2K6

Earnings	rate	hours	this period	year to date
Regular	18.2000	8.30	151.06	26,180.88
Vacation Pay			408.84	1,136.84
Overtime				18.30
Stat Hol Wrkd				1,179.10
Stat Holiday				801.53
<b>Gross Pay</b>			<b>\$559.90</b>	29,316.65

Other Benefits and Information	this period	total to date
Taxable Benefits:		
Life Taxben		49.17
Totalaccess		06/14/2021

Deductions	Statutory	
EI	-9.30	486.68
CPP	-17.30	1,579.09
Federal Tax		3,322.77
<b>Other</b>		
Dental		58.14
Health		134.33
Ltd		369.04
Vision Care		8.38
<b>Net Pay</b>	<b>\$533.30</b>	
Full Deposit	-533.30	23,358.22
<b>Net Cheque</b>	<b>\$0.00</b>	

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THE SUTHERLAND GROUP CANADA CORP  
500 OUELLETTE AVE.  
WINDSOR, ON  
N9A 1B3

Advice number: 00000400433  
Pay date: 10/04/2024

Deposited to the account of  
Dépôt effectué au compte de  
AISHE BIKASH MONDAL

account number n° de compte	bank/transit No. n° succ.	amount montant
xxx8221	xxx xxxxx	\$533.30

THIS IS NOT A CHEQUE  
CECI N'EST PAS UN CHEQUE

BANK OF MONTREAL  
BANQUE DE MONTRÉAL  
FIRST CANADIAN PLACE  
TORONTO, ONTARIO

NON NÉGOCIABLE  
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