

**FIXED TERM CONTRACT**

**Date 17.07.2024**

**Mr. Tapash Bepari**  
**EMP Code: LNVT/1534**  
Chandipur, North 24 Parganas  
West Bengal - 743247

**Dear Mr. Tapash Bepari ,**

With reference to your application and the interview / discussion you had with us for FTC arrangement with the company, we are pleased to offer you an opportunity to join the company on the following terms and conditions

1. Your designation would be : **Manager – Stores**  
Band : **5**  
Grade : **5B**  
Department : **Project Management**  
Location : **Salaibanwa**  
Reporting To : **Site Inchange**  
FTC Contract Period : **17.07.2024 to 16.07.2027**
2. Your association with us will commence effective **17.07.2024**. Your initial posting will be at **Salaibanwa**.
3. Your contract period will be further renewed purely based on your performance, efficiency, hard work, regularity in attendance, sincerity & Good conduct and such other relevant factors and company's performance. While absorbing you on to the regular roles of LNVT, a separate appointment order will be issued. It is made clear that you will continue on FTC arrangement until your service is expressly confirmed in writing.
4. However, during FTC arrangement with the company, you may be posted / transferred to any of the offices / projects / divisions / departments / units of the company or any of the group companies, associates or affiliates either existing or to be set up anywhere in India or abroad, without any additional remuneration.
5. Your emoluments in terms of cost to the company details are enumerated in Annexure A. All payments would be subject to income tax rules as applicable and no other benefits direct or indirect will be applicable.



6. You will abide by the rules and regulations of the company as may be in force from time to time.
7. You shall act exclusively for LNV India and shall not render similar services directly or indirectly to any person, firm, Company, institution or any company engaged in similar business and providing similar services in India or elsewhere unless specifically permitted to do so with the prior written permission of the Company.
8. Your FTC arrangement is subject to satisfactory reference checks and a final clearance letter from your present employer including clearance from any secrecy / service agreements that you may have executed, which could have a bearing on your working with us.
9. Your FTC arrangement is based on the information furnished in your application for FTC arrangement. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your FTC arrangement is liable to be terminated without notice.
10. Your FTC arrangement is subject to you signing an agreement, on the misconduct and disciplinary proceedings as per Annexure B.
11. The Management will allocate you appropriate responsibilities and will be required to carry out the same productively and efficiently and in accordance with the specified protocols, processes and quality standards of the LNV.
12. You will follow the working hours and duty timings of the "Place of posting" and/or LNV India Headquarters as may be decided by the management
13. You acknowledge the fact that LNV India has an excellent reputation and corporate image recognized widely by the EPC Profession as well as the public at large and shall not adversely do or caused to be done any act omission, which shall affect the reputation or corporate image of LNV India.
14. You agree and undertake not to disclose any information relating to LNV India or its businesses or any of its scientific, Financial, Technical, Operational or any other information. You will be required to keep secrecy in all matters concerning LNV India and affiliated company both during and as well as after the expiry of its agreement. All documents, files, papers, and transcriptions, diagrams, copies and other belongings and materials of LNV, which may be in your temporary possession, shall remain the property of the LNV India. You shall take all required steps to safe guard the same and to ensure that they are not accessible to or made available to a third party.



15. LNV India treats as confidential and keeps in all respects, such matters secret which may come to your knowledge or be made available to you during the subsistence of this FTC.
16. You shall not disclose, use, disseminate or publish any technical, and commercial information with which you become acquainted or of which you become aware during the course of this FTC arrangement or use the same in any public forum including seminars/conferences without the prior written consent of LNV India.
17. You shall observe and follow all protocols, rules, regulations and code of conduct as prescribed by LNV India from time to time.
18. Upon termination of this FTC arrangement, you shall return to LNV India the property, assets, tools, equipment and materials entrusted to you or in your possession at the time of such termination. You shall also not retain any copies or reproduction of any documents in physical, electronic or any format relating to the affairs of LNV India.
19. This arrangement shall not give rise to any relationship of employer and employee between LNV India and yourself and this engagement is solely on FTC basis for execution of specific responsibilities as stipulated herein and as mutually discussed and agreed from time to time.
20. If you absent yourself without leave for 8 days or remain absent for more than 8 days beyond the period of sanctioned leave originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your FTC arrangement without giving any notice unless you:
  - a. Return to work within a future period of 8 days
  - b. Give an explanation to the satisfaction of the Management regarding such absence.
  - c. In case of any absence without prior permission, you will not be entitled to wages for the absent dates pro-rata.
  - d. Your services are liable to be terminated without any notice or salary in lieu thereof or misconduct, including loss of confidence arising out of reasonable suspicion of misconduct, disloyalty, commission of an act involving moral turpitude and act of indiscipline or inefficiency.



21. Either party will retain the right to terminate this FTC after giving notice of 30 days or payment of 30 days basic salary only. However, in the event of your resignation, the company in its sole discretion will have an option to accept the same and relieve you prior to completion of the stipulated notice period of 30 days or without any pay in lieu of the notice period.

In case you leave our FTC arrangement without giving notice, we shall have the right to deduct an amount equivalent to the notice period of 30 days basic salary from any amount that may be payable to you or call upon to make the payment in lieu of shortfall in notice period, besides taking action for breach of contract.

22. Notwithstanding what is stated herein and without limitation, LNV India may, by notice in writing immediately terminate this FTC if it is found that you are:

In breach of the terms of this FTC arrangement

In competent, guilty of gross misconduct and /or any serious or persistent negligence in the provision of your services

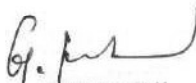
Fail or refuse to provide the services reasonably and properly required hereunder.

Act or cause to act through others in a manner which will go against any LNV India policy prevailing at that time

23. Kindly sign the duplicate copy of this letter as a token of your acceptance of the above fixed term contract arrangement.

Thanking you and looking forward to a long and mutually beneficial association

**For LNV Technology Pvt Ltd**

  
G. MEENAKSHI  
DGM - HR



## ANNEXURE - A



## YOUR TOTAL REWARD STATEMENT - CREATING VALUE

CTC OPTION SHEET [Please fill up the "Reimbursement basket sheet, sign and return to HR]

## FIXED TERM CONTRACT

Amount in INR

Name : Tapash Bepari		Band/Grade : 5B		Location : Salaibanwa
Designation : Manager - Stores		Department: Project Management		Reporting to: Site Incharge
I	BASE PAY [Fixed pay]	MONTHLY	ANNUALLY	DOJ : 17.07.2024
1	BASIC	15,000	1,80,000	
2	FLEXI PAY	43,200	5,18,400	
3	PERFORMANCE VARIABLE PAY	13,600	1,63,200	
4	MONTHLY GROSS	71,800	8,61,600	
5	EMPLOYER PROVIDENT FUND	1,800	21,600	
6	NET TAKE HOME	70,000	8,40,000	subject to TDS - Statutory deduction if any
7	TOTAL COST TO COMPANY	73,600	8,83,200	

## REIMBURSEMENT BASKET / CHOICE PAY / Inclusive of Variable Pay

I wish to opt for the following reimbursement :

	VARIABLE PAY / CHOICE PAY ELEMENTS	PM	PA	MAXIMUM LIMIT [Not to exceed total Variable pay]
7	SITE STAY REIMBURSEMENT / (HRA)	-		
8	SITE FOOD REIMBURSEMENT	-		
9	CONVEYANCE REIMBURSEMENT	-		
10	FUEL REIMBURSEMENT	-		
11	TELEPHONE	-		
12	TOTAL REIMBURSABLE CHOICE OF PAY	-	-	

Employee signature :

- All the payments in the CTC sheet will be paid on a pro-rata basis depends on your date of joining.
- Reimbursement basket would be considered to employees drawing CTC Rs 5 Lakhs per annum and above. Reimbursement basket is not over and above Total CTC.  
Some portion of Variable pay would be considered as reimbursement basket.
- The tax treatment of these reimbursement/payments shall be in accordance with the provisions of Income Tax Act
- The self would be covered by the personal accident policy as per the policy in vogue.
- You will be eligible to become a member of the regional provident fund commissioners Scheme immediately on joining, as per the rules in force from time to time.
- The Company contribution under this scheme is fixed at 12% of your basic with a matching compulsory contribution from you. You will be required to submit necessary
- Employee drawing gross less than 21,000/- ESI Act would be applicable. .75% of gross pay from employee would be deducted


G. MEENAKSHI  
DGM - HR