



Date: 30 Jul 2025

Salary Revision Letter

Mr Rathod Pankaj Kantibhai
Garbi Chowk, Sudama Nagar, Dhoraji Road,
Jetpur, Rajkot,
Gujarat 360370

Employee No: 3664090

Dear Mr Rathod Pankaj Kantibhai

Further to our Appointment Letter dated 02 Feb 2025 issued to you, we herein inform you that your salary structure stands revised with effect from 01 Jun 2025. The break-up of your revised compensation will be as per the Annexure attached herein.

Please indicate your acceptance of the above terms by signing and returning the duplicate copy to ROPS Team, Bangalore Address mentioned below.

All other Terms and conditions remain unchanged.

Yours Sincerely,
For TEAMLEASE SERVICES LIMITED

(Authorized Signatory)

Signature and date:
Name: RATHOD PANKAJ KANTIBHAI

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TeamLease Services Limited., CIN No. L74140KA2000PLC118395
Ascent Building , # 77, Koramangala Industrial Layout, Jyothi Nivas College Road, Koramangala , Bangalore-560095
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com

Date: 02 Feb 2025

Mr Rathod Pankaj Kantibhai
Garbi Chowk, Sudama Nagar, Dhoraji Road,
Jetpur, Rajkot,
Gujarat 360370

Employee No: 3664090
Dear Mr Rathod Pankaj Kantibhai

Appointment Letter

We are pleased to appoint you in our organization as Sr ROW Officer subject to the following terms and conditions:

1. Your contract will commence from 03 Mar 2025 and expire on 03 Feb 2026 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 02 Feb 2025 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 30 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

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TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed

(Authorized Signatory)

Signature and date:
Name: RATHOD PANKAJ KANTIBHAI

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