

January 1,2021

**ADITYA PAL**  
Employee Code-11036  
10, Vindeswari Lane,Aiji Pada,  
New Link Rd,  
Kandivali (W)  
Mumbai – 400067

Dear Mr.Aditya Pal,

Pristine e Tele Services Pvt. Ltd. provides Call center services to its customers. We have the pleasure in appointing you as a **Customer Service Executive** on the following terms and conditions:

**1. Date of Appointment and Location**

Your appointment is effective from **January 1,2021** at our Mumbai Facility.

**2. Salary, Reimbursements and Allowances (Rupees One Lakh Seventy Four Thousand and Paise Zero Only)** per annum on a cost to the company basis. The breakup of the same is given in the Annexure attached.

**3. Salary Review**

Your salary will be reviewed periodically as per the policy of the Company. Your increments are Discretionary and will be subject to and on the basis of effective performance and results during the period.

**4. Employee Benefit Programs**

The Company's Employee Benefit Programs that shall be introduced from time for Management employees of your grade will cover you.

**5. Leave**

You will be entitled to earn leaves as Shop and Establishment Act.

**6. Probationary Period.**

You will be on probation for a period of nine months from the date of your-appointment and the Management reserves the right to extend the period. During the probationary period the appointment may be terminated by either party giving 14 days notice or on payment of 14 days salary in lieu of notice by the Company and either party is not bound to give any reason thereof. If in the opinion of the Company you are found suitable for the post in which you are appointed, you will be confirmed.

**7. Other Work**

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the President / Director/ CEO of the Company.

**8. Secrecy**

You will not at any time without written consent of the President / Director/CEO disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans, Administration or research carried out whether the same may be confided to you or become known to you in course of your service or otherwise You will not ask or receive or share our employees contact details and /or resume with anybody. Information means and includes without limitation all any data, know-how, formulae, processes, Designs, photographs, drawings, specifications, programs, samples, trade secrets, intellectual property, and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing pricing information, customer or consumer databases , pricing or other policies , business and business plans,