



# MS FINLINE PVT LTD

Partner of  Securities Ltd.

To

**Uttkarsh Shekhar**

We're delighted to extend this offer of employment for the position of "Sr.Relationship Manager"-equity sales and financial services with MS Finline Pvt Ltd. In Bareilly Branch .Please review this summary of terms and conditions for your anticipated employment with us. If you accept this offer, your start date will be 01.02.2023 or another mutually agreed upon date.

Please find below the terms and conditions of your employment, should you accept this offer letter:

**Position.** Your title will be "Sr.Relationship Manager"-equity sales and financial services and you will report to the reporting manager. This is a full-time position. While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

**Cash Compensation.** The Company will pay you a starting salary at the rate of Rs 27,000/- per month (Rupees Twenty Seven thousand per month only) , payable in accordance with the Company's standard payroll schedule. This salary will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time.

**Bonus (or incentive) potential.** In addition, you will be eligible to be considered for an incentive bonus for each fiscal year of the Company. The bonus (if any) will be awarded based on objective or subjective criteria established by the Company's Chief Executive Officer and approved by the Company's Board of Directors. Any bonus for the fiscal year in which your employment begins will be prorated, based on the target achieved as set by the Company during that fiscal year. Any bonus for a fiscal year will be paid that fiscal year, but only if you are still employed by the Company at the time of payment. The determinations of the Company's Board of Directors with respect to your bonus will be final and binding.

**Hours and Compensation.** This is a Full-time position requiring approximately 8.5 hours per day for Monday to Friday and minimum 4 hours flexi working on Saturday.

**Employee Benefits.** As a regular employee of the Company post confirmation after completing 6 months of satisfactory working, you will be eligible to participate in a number of Company-sponsored benefits. In addition, you will be entitled to paid vacation in accordance with the Company's vacation policy.

**Employment Relationship.** Employment with the Company is for no specific period of time. Your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. Any contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorised officer of the Company (other than you).

**Termination.** The Company reserves the right to terminate employment of any employee for any unethical conduct at any time without notice and without payment in lieu of notice. The Company will be entitled to terminate your employment for any other reason, upon providing to you minimum one month notice.

**Separation,** The employee has to give minimum of one month notice and the same has to be approved by the management, before leaving the organization.

**Proprietary Information and Inventions Agreement.** Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's standard Proprietary Information and Inventions Agreement.

**Privacy.** You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

Registrar  
Invertis University  
Bareilly  
Director Corporate Relations  
Invertis University



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**Tax Matters.**

**Withholding.** All forms of compensation referred to in this letter agreement are subject to reduction to reflect applicable withholding and payroll taxes and other deductions required by law.

**Tax Advice.** You are encouraged to obtain your own tax advice regarding your compensation from the Company. You agree that the Company does not have a duty to design its compensation policies in a manner that minimises your tax liabilities, and you will not make any claim against the Company or its Board of Directors related to tax liabilities arising from your compensation.

**Interpretation, Amendment and Enforcement.** This letter agreement supersedes and replaces any prior agreements, representations or understandings (whether written, oral, implied or otherwise) between you and the Company and constitute the complete agreement between you and the Company regarding the subject matter set forth herein. This letter agreement may not be amended or modified, except by an express written agreement signed by both you and a duly authorised officer of the Company.

You may indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before 01.02.2023. Upon your acceptance of this employment offer, MS Finline Pvt Ltd will provide you with the necessary paperwork and instructions.

Sincerely,

For MS Finline Pvt Ltd

Received and Accepted

  
Registrar  
Invertis University  
Bareilly  
Director Corporate Relations  
Invertis University  
Bareilly