

Date : 12/02/2018

PANKAJ VITTHAL HASE
AT POST-RAJAPUR,
TALUKA-SANGAMNER,
AHMADNAGAR,
MAHARASHTRA,
422605.

Re: Offer Letter

Congratulations!!! PANKAJ VITTHAL HASE,

We are pleased to offer you appointment as COMMERCIAL BUSINESS EXECUTIVE in the INCLUSIVE BANKING - BRANCH department of DCB Bank Limited at the grade of ASSISTANT MANAGER 1 subject to the following terms and conditions:

1. Your initial place of posting will be at AHMEDNAGAR. On joining, you are required to report at SUKEWADI Branch/Office. Your services are transferable to any place of business by the Bank.
2. Your Fixed Salary will be Rs. 2,29,000/- p.a. For breakup, see overleaf.
3. You are required to join the Bank latest by 15/02/2018 failing which this offer letter will stand withdrawn and cancelled.
4. On joining, you are required to furnish self-attested copies of following documents:
 - a) Educational certificates
 - b) Relieving Letter from present and past employer.
 - c) School leaving / College leaving / Birth certificate
 - d) Local and Permanent Residential proof
 - e) 3 Passport size photographs (With your name and Blood Group mentioned at the back)
5. Your service conditions will be governed by the Bank's policies and any regulation / legislation that may come in force from time to time.
6. All other terms and conditions governing your employment with the Bank will be specifically mentioned in the Formal Appointment Letter which will be issued to you upon your joining the Bank.
7. Please note that this offer is subject to satisfactory background verification on your educational qualifications, work experience, references, CIBIL, medical check-up, etc. The Bank reserves the right to carry out an extensive background check at any stage (including after your joining / leaving the Bank) either on its own or through external agencies appointed by it.
8. You are required to send your acceptance of this Offer within two (2) days from the date of this Offer Letter, failing which this offer shall stand withdrawn and cancelled.
9. Your appointment to the services of the Bank is based and shall continue to be based on the information and data furnished by you in the resume, application, interview and any other representation made by you. If any of the information or representation made is found to be incorrect or found to have been suppressed, then your services shall stand terminated with immediate effect without any notice to you.

DCB Bank Limited

Corporate & Registered Office: 6th Floor, Tower A, Peninsula Business Park, Senapati Bapat Marg, Lower Parel, Mumbai - 400013

CIN: L99999MH1995PLC089008 Tel: +91 22 66187000 Fax: +91 22 66589970 Website: www.dccbanc.com

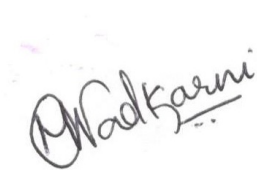
10. This Offer Letter and any amendments or any addendum (if any) shall be governed by the laws of India and the Courts in Mumbai shall have the sole and exclusive jurisdiction to settle any dispute arising out of or in connection with this Contract.

We value your abilities and believe that you will find your work with DCB Bank Limited challenging and enriching.

Thanking you,

Yours faithfully,

For DCB Bank Limited



Warm Regards,
MANALI NADKARNI

I here by acknowledge and accept the terms and condition mentioned here in above.

(.....)
PANKAJ VITTHAL HASE

Name	PANKAJ VITTHAL HASE	Reporting To	DEEPAK KHAIRNAR [20791]
Type	CONFIRMED	Grade	ASSISTANT MANAGER 1
Designation	COMMERCIAL BUSINESS EXECUTIVE	Department	INCLUSIVE BANKING - BRANCH
Location	AHMEDNAGAR	Branch	SUKEWADI

Compensation Break Up

ANNUAL COMPENSATION BREAK UP	PROPOSED P.M	PROPOSED P.A
BASIC	6,510.00	78,120.00
CONSOLIDATED ALLOWANCE	11,479.00	1,37,749.00
STATUTORY BONUS	1,400.00	16,800.00
CONVEYANCE	1,600.00	19,200.00
MEDICAL ALLOWANCE	1,250.00	15,000.00
HOUSE RENT ALLOWANCE	3,255.00	39,060.00
EDUCATION ALLOWANCE	200.00	2,400.00
MEAL ALLOWANCE	2,500.00	30,000.00
BALANCE CONSOLIDATED ALLOWANCE	1,274.00	15,289.00
PROVIDENT FUND		9,375.00
GRATUITY		3,756.00
TOTAL FIXED COMPENSATION (A)	17,989.00	2,29,000.00
PERFORMANCE BONUS (B)		PERFORMANCE OF INDIVIDUAL AND THE BANK
TOTAL COST TO COMPANY (A+B)		2,29,000.00 + PERFORMANCE BONUS

Note Below:

Gratuity is payable only after 5 years of continuous service, as per Gratuity Act & as per the policy of bank.

Mediclaime, Term Life & Accident coverage is as per the rules of the Bank.

Note: On receipt of your acceptance of the above offer, the appointment letter shall be prepared and handed over for acceptance.

We would need to access your CIBIL report. Your acceptance of the offer will be considered as consent for the same.

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