Dated: 24thApril, 2018

Mr. Tarun Ganguly

72/B K.G. School Road,

Barrackpore,

Kolkata: 7000122

Dear Mr. Ganguly,

**RE: Offer for Manager – SME**

With reference to your application and subsequent discussion with us,we are pleased to offer you the post, Manager – SME and you are supposed to join on or before 27th May 2019. Your appointment is subject to submission of required documents.

The compensation and terms & conditions of your appointment are as follows:

1. Your consolidated annual remuneration is attached as **Annexure 1**.
2. There would be a performance review on monthly basis for first 3 months and then on quarterly basis. The business affairs known to you due to the post you hold are supposed to be strictly confidential. You should not discuss the same with any colleague(s) or outsider(s) unless required to do so under any administrative, statutory or regulatory requirements. Any breach of this confidentiality requirement will be viewed seriously by the Management, warranting disciplinary action.
3. The compensation paid by the Company is a strictly confidential matter. You should not discuss the same with any colleague(s) or outsider(s) unless required to do so under any administrative, statutory or regulatory requirements. Any breach of this confidentiality requirement will be viewed seriously by the Management, warranting disciplinary action.
4. You will be on probation for a period of six months from the date of your joining. The period of probation may be extended further or your services may be terminated with 10 days’ notice in case your performance during the probation period is not considered satisfactory by the management.
5. You would be due for retirement on the last day of the month in which you attain 58 (Fifty Eight) years of age.

6) You will be entitled to the leaves as per the HR Policy of the Company.

7) During post confirmation period, this appointment may be terminated from either side, without assigning any reason, by giving advance notice of one calendar month in writing or on payment of amount equivalent to 1 (one) month consolidated salary in lieu of the notice period.

8) You will be posted at head office of the Company at Kolkata for the time being. However, you are liable to be transferred anywhere within India. You are also liable to be transferred to any of our Subsidiaries /Associate Companies. Office timings are from 9.30 AM to 6.30 PM for Head Office. However the timings are subject to change.

 9) In the event of breach of any provision, you will be liable to appropriate disciplinary action by the Company. In addition, the Company reserves the right to recover any loss/damage from you.

10) If you commit any breach of discipline or neglect your duties or conduct yourself in a manner that may discredit the Company or impacts its reputation during the period of your employment the Company shall be at liberty to terminate your services immediately, notwithstanding anything contained in this letter of appointment. In such case, you will not be entitled to any notice pay or compensation for dismissal.

11) You will not engage yourself in any other assignments, business or profession, directly or indirectly without prior written approval of the Company.

12) You will be responsible for the safe keeping and return in good condition and order, of all the property, documents, brochures, books, presentations, reports etc. of the Company which may be in your use, custody or charge.

13) In case of any difference in the interpretation of any of the clauses of this letter of appointment or any other matter, the decision of the Company shall be final and binding on you.

14) The terms and conditions of service as stated above will be reviewed by the Company and changes, if any, will be communicated to you.

15) You should notify the Company about any change in your residential address or mailing address and communication by the Company to your last recorded address will be deemed to have been properly sent by the company and received by you.

Thanking you and wish you a fulfilling career with Peerless Finance.

Yours faithfully,

(Abhishek Tantia) Accept &Confirmed.

Managing Director &CEO

 -------------------------------

Signature & Date