

Ref : ABMHO/HR/LoO/1396
Date : 2nd June, 2017

To,
Mr. Hemant Khare,
LIG-23,
Housing Board Colony,
Sehore,
Madhya Pradesh.
Pin code - 462016

Contact No: 9981212974
Email Id: kharehemant91@gmail.com

Subject: OFFER LETTER

Dear Mr. Hemant,

CONGRATULATIONS!

With reference to the discussions we had, we are pleased to offer you assignment in our Company, as "Associate Consultant - SAP".

As per the discussion, you will be joining the Company on full time basis on or before **07th June, 2017** failing which this offer will automatically stand withdrawn.

You will confirm by signing in the Acceptance of the Offer below that your joining the Company is not in any contravention of your present employment agreement, if any.

A proper Letter of Appointment, containing all the detailed terms and conditions, will be issued to you by the Company on joining.

Yours faithfully,
For **ABM KNOWLEDGEWARE LIMITED**

A handwritten signature in black ink, appearing to read 'Prasad', is written over a horizontal line. There are some small dots and a flourish at the end of the signature.

Prasad Kelkar
Head - HR and Admin



CMMI Level 3 |ISO 9001: 2008|ISO 27001: 2005 Compliant Software & Services Company

Gist of the Offer Mutually agreed between us:

Remuneration Agreed: Your Total Cost to Company will be **Rs.1,80,216/- P.A.** including all reimbursements, PF (Employee & Employer Contribution), TDS and other legal deductions if any.

In addition to above, you will be eligible for below Company Benefits:

1. Group Medical Insurance cover as per the company policy for self, spouse and 2 dependent children for total of Rs.1.00 Lakhs per annum.
2. Group Personal Accident Insurance cover as per the company policy for self of Rs.2.00 Lakhs per annum.
3. Gratuity as applicable.

I accept the offer and will report for duties
On or before **07th June, 2017.**

Signature
(Mr. Hemant Khare)



ABM KNOWLEDGEWARE LIMITED

CMMI Level 3 | ISO 9001 : 2015 | ISO 27001 : 2013 Compliant Software & Services Company

Corporate Office : ABM House, Plot No. 268, Linking Road, Bandra (West), Mumbai - 400 050, INDIA.
Tel. : +91 22 4290 9700 Fax : +91 22 4290 9701 www.abmindia.com CIN - L67190MH1993PLC113638

Ref. No. : ABM/HO/HR/EC/0260
Date : 30th Dec, 2017

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Hemant Khare (Emp. Code No. ABM2514)** was working with us from 07th Jun, 2017 to 30th Dec, 2017.

He has been relieved from his duties from the close of office hours of 30th Dec, 2017.

At the time of leaving he was holding the designation as "**Associate Consultant - SAP**".

This is to further certify that during the tenure of employment with our Company, **Mr. Hemant Khare** have undertaken and has executed a **Non-Disclosure Agreement (NDA)**, where in pursuant to which he has agreed and undertaken that he will not accept any employment with any of our business competitors or associates for a period of two years from the date of relieving from our Company.

During his tenure of service with us, we found him sincere, honest and hardworking. He also bears a good character and conduct.

We wish him all the best in his future endeavors.

For ABM KNOWLEDGEWARE LTD.

PRASAD KELKAR
HEAD - HR and ADMIN

14th Jan 2020

Mr. Hemant Khare

Mob: +91 - 9981212974

Offer of Employment

Dear Hemant,

It is a pleasure to extend to you our written offer of permanent employment for the position of **“SAP Consultant”** at our office in **Delhi**. The detail of your salary is mentioned in **“Annexure A”**. This position is benefits eligible classified as Regular Full Time salaried position.

While we are seeking to have your employment commence with us on or before **13th Jan 2020**. This offer of employment is contingent upon you.

- (i) **Acceptance of this written offer of employment via this offer letter within 24 hours. If we do not receive your written acceptance by that time, this offer is void ;**
- (ii) **not being subject to any secrecy, confidentiality, non-compete or other agreement with a third party which would restrict or interfere with your ability to perform all responsibilities of the position;**
- (iii) **Your execution of company’s standard confidentiality agreement; and**
- (iv) **Passage of a reasonable background check conducted by the company. You will be an employee “at will” of the company/its client**
- (v) **submission of following documents:**

- Copy of passport / Voter ID Card / Driving License / Any Other Government authorized documents as residential proof.
- Copies of certificate & marks card starting from Std. X to Final Degree.
- Relieving/Experience letter of all the companies worked till date.
- Last drawn salary slip.
- Xerox copy of PAN card & **Aadhaar Card (Mandatory)**
- 02 Passport size photograph
- Hard copy of latest resume
- Xerox copy of Bank Passbook/Cancelled Cheque

The letter of appointment shall be issued subject to the submission the documents listed above.

We look forward to your joining Globtier soon.

With best wishes.

For Globtier InfoTech Pvt Ltd

Rajiv Shukla
CEO & Founder

** This is an e-mail offer; hence there is no signature in the document*

Annexure A

Name	Mr Hemant Khare
Designation	SAP Consultant
Location	Delhi
Date of Joining	13th Jan 2020
Salary Head	Amount
Basic	15000.00
Bonus	1250.00
HRA	7500.00
Add allowance	4384.00
Project Incentive	0.00
Medical Allowance	1250.00
Transport Allowance	1600.00
Gross Salary	30984.00
PF deduction (12% of Basic)	1800.00
ESIC deduction(.75% of Gross)	0.00
Professional Tax	0.00
Net Take home (Cash in Hand)	29184.00
Partner PF contribution(13.00% of Basic)	1950.00
Partner ESIC Contribution(3.25% on gross)	0.00
Insurance	400.00
Monthly CTC	33334.00
Yearly CTC	400008.00

*Variable Component based on attendance.

Any Tax implication arising out of the above structure to be borne by the employee.

Income Tax relief in respect of Reimbursements will be provided only on production of bills and will be restricted to the amount mentioned against them.



Date: 21 -July-2020

Experience cum Relieving Letter

This is to certify that **Mr. Hemant Khare** has worked as **SAP Consultant** with our organization from **13th January 2020 – 30th June 2020**.

Hemant is a hard working team member and worked with all sincerity during his tenure at Globtier. He has left his job on his own accord.

He is being relieved from the services of the company w.e.f **30th June 2020**.

We wish him all the success for his future endeavors.

For Globtier Infotech Private Limited

A circular blue ink stamp from Globtier Infotech Private Limited is shown. The stamp contains the text "GLOBTIER INFOTECH PVT. LTD.", "B-67", "Sector 67", "Noida", and "Delhi (NCR)". A handwritten signature in blue ink is written across the stamp.

(Authorized Signatory)

UNIQUE EX-SERVICEMEN SECURITY AGENCY
LICENCE NO. 04

R.A.Marak
Managing Director



9862011953 / 9612504487

HEAD OFFICE
*Upper Golfliak
Lumshyiap
Langkyrding - Mihngi
Shillong- 793001
Meghalaya.*

Ref No.: UEXSSA/NHIDCL-RO SHG/33/21/

Dated: 11th January 2021

To,
Shri Hemant Khare
Madhya Pradesh

Sub : APPOINTMENT LETTER

Dear,

Shri Hemant Khare with reference to the subject mentioned above, we hereby pleased to deploy you in our organization i.e., **UNIQUE EX-SERVICEMEN SECURITY AGENCY**, Shillong as a Consultant (SAP) on the following terms and conditions. You are hereby directed to join immediately.

You will be working with this agency on the following terms and conditions:

Basic Pay	10% Field Allowance	Rs 1000/- Communication	Special Allowance	Total (CTC) per month
1	2	3	4	5
40,000	4000	1000	5000	50,000

1. Your total monthly Gross Salary (CTC) would be **Rs 50,000/-(Fifty Thousand Two)** only all inclusive.
2. Deduction of Income Tax, Professional Tax, Provident Fund, ESIC & other statutory deductions shall be made as per applicable provisions.
3. You will be required to render service with our Client National Highway & Infrastructure Development Corporation Ltd.(NHIDCL) here in, as per their requirement at their project sites in India.
4. Your place of posting will be at NHIDCL, RO- Shillong, Meghalaya.
5. The organization reserves the right to vary the terms of your engagement for the Fixed Term period project after giving you notice as may be and if required under existing rules or law.
6. The organization has the right to transfer you to any of its branches existing at the present or offices or branches likely to open in future anywhere in India, in the interest of the organization's business. You shall be governed by the conditions of service or rules and regulations that may be prevailing in the place to which you may be transferred.
7. You are required to report and be present at the designated location during the working hours required and abide by the rules and regulations as required by the Client. You shall observe the timings as intimated to you by the client, where you are deputed, time to time. You have to be regular in attendance. However you may have to attend your duties as and when required in shift, on holidays or Sunday in accordance with the exigencies, for which

no extra payment will be made. You will have to work for such extra time as may be necessary to fulfil your obligations. You are not expected to remain in the office premise after completion of your assigned work unless approved by the client. The organization/Client are authorized to remove you from the premises, if the client considers it undesirable or being not in the interest of the organization and or its employee's and workmen.

8. You will be required to report for work to the Competent Authority in deployed office daily and would not leaves the office during the duty time. Attendance shall be monitored by the "Aadhar" Enabled Biometric Attendance system and you shall be required to follow deployed office timings. In case, You are absent on a particular day or comes late/leaves early on three occasions, one day pro-rata remuneration shall be deducted or any other action as deemed fit may be taken.
9. You may be required to travel for official duties outside your place of work (project Site) and may be entitled to payment of travel and travel related costs as per norms set up by the Client.
10. You will be responsible for maintaining the secrecy and confidentiality and not divulge/ disclosed to anyone the information obtained by you during the course of executing your fixed term period.
11. You shall disclose to the organization any act of bad faith committed by a fellow colleague or any such act or omission which comes to your knowledge and which you consider to be detrimental to the interest of your organization's/Clients business.
12. You will make your own arrangements for accommodation, local transport, etc. and you will not be eligible for any additional reimbursement in this regards.
13. Your services can be terminated without notice and inquiry, under the following conditions:-
 - a. In case your performance is found to be unsatisfactory, or you are found violating any disciplinary norms of the organization or our client.
 - b. You remain absent from duty without proper approval from Client Manager/T&M.
 - c. In case the Client project/process/Line of business/Business Unit/Business Activity comes to an end.
 - d. In the event of rejection by the client, dishonestly, disobedience, absent from duty without permission or any other act considered detrimental to the interest of the organization/client, or violation of one or more terms of this appointment for fixed term period.
 - e. Any activity leading to formation of groups which the organization may feel that such group may hamper the work, peace and general client relationship.
 - f. Any activity resulting in loss of work at our organization or its client premises or purposive delay in work at an individual capacity or in conjunction with others colleagues will be treated as in disciplinary act and may result in termination of your service without notice or inquiry, with immediate effect.
 - g. In case any information/particulars provided to our organization or its client during and after your appointment for fixed term engagement project is false and misleading.
 - h. In case of any criminal record or criminal proceedings initiated against you.

14. You shall observe the standards of cleanliness, decorum, safety, health and general discipline laid down by the organization or client. You will follow the applicable safety rules of our client and be responsible for the security and protection of our client's materials and equipment from loss and damage.
15. You will comply with our Clients rules and regulations including any subsequent changes or instruct when ever applicable as may be issued from time to time concerning health, safety and welfare.
16. In case, you commit any act of Omission Commission which amounts to misconduct indiscipline incompetent, you will be liable to take appropriate disciplinary/legal action against such persons including the removal from site of work if required by NHIDCL.
17. You agree to defend, indemnify and hold this agency 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.
18. Any dispute between you and this agency shall be referred to a sole arbitrator appoint by T&M. The arbitrator shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996 at place of deployment. This Engagement Letter shall be governed by the laws of India.
19. You shall not perform any service for the organization while under the influence of alcohol or any un-prescribed controlled substance. The possession of alcohol un-prescribed controlled substance, drug or paraphernalia, firearms, weapons and other hazardous substance or article are prohibited on the organization's/client's premises. In case you are found in possession of any of the above mentioned substances, you will be liable to be dismissed with immediate effect, without any notice and legal action may be taken.
20. You are expected to remain with the Client for full period of engagement of work assignment mentioned above. By signing this agreement/engagement letter of work assignment, you acknowledge that breach of any one or more of the clause/points of this agreement/letter will result in irreparable harm to Client and to our organization for which damage would be an inadequate remedy. Therefore, in the event of such breach, and in addition of its right and remedies otherwise available at law. Client and our organization shall be entitled to equitable relief.
21. Any damage caused by you at client's place or organisation intentionally/unintentionally resulting in damage/lost of property or equipment or any tangible/intangible items/assets etc. will be dealt severally and you will be liable for damage or loss.
22. Your nature of relationship with this agency will be that of contract of service for a fixed period. By executing this letter neither do we offer you employment with this agency nor you will not claim for any form of employment with our client or this agency directly/indirectly or through any legal/illegal source.
23. In the event of you are not being able to perform your assignment due to disability or any other reason you will be required to return to our organization at the discretion of the management.
24. Except for expiry of the work assignment due to completion/expiry of the same or in respect of a Work Assignment Letter of one week or lesser period of time, either party may terminate this Work Assignment Letter by issuing 30 days notice in writing or payment therefore, In case you terminate the work assignment the organization may refuse to accept your termination till your charges are properly handed over and a clearance certificate is obtained from the client.

Settlement of your dues would be subject to clearance (No due Certificate). from the Client Manager.

25. On or before joining you must furnish the following:

26. Bio-data of the person.

1. Attested copy of the certificates and documents showing age, educational qualifications and experience.
 2. Character Certificate from two group-A/Class-1 officers of the central/state government
 3. Certificate of the verification of antecedents of persons by local police authority
 4. Identity cards bearing photograph
 5. Aadhar number of the persons deployed
 6. Medical fitness certificate from the registered Medical Practitioner
27. It is hereby clarify that if you fail to submit the ESIC, EPFO etc nomination form together with any other document as required under the applicable labour legislations this agency shall not incur any liability with regards to any Claims under the said applicable labour legislations.
28. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize this agency including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.
29. In case you decide to leave the organization you have to give one month's notice in writing to the organization. Period of notice will be reckoned from the date of acceptance of resignation letter in writing.
30. If the performance not found suitable then the performance will be viewed daily for period of three month, if your services are not found suitable then service will be terminated with immediate effect further without any notice period.
31. In case, the above terms and conditions are acceptable to you, please sign at appropriate place on a copy of this offer of fixed term period engagement, in token of you having understood, accepted and agreed to the same. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at NHIDCL, PMU-Shillong, with the acceptance of your first salary from the agency will be conclusive proof of your acceptance in accordance of terms and conditions.

We wish you the very best in your assignment with us.

Yours Sincerely

(Managing Director)

Unique Ex Servicemen Security Agency

Upper Golf link, Lumshyiap, Langkyrding –Mihngi.

Shillong, Meghalaya-793001

I confirm my appointment on the above terms and conditions, which have been read and understood by me/have been explained to me in language known to me and I agree to abide by all the above terms and conditions.

Signature_____

Date_____

UNIQUE EX-SERVICEMEN SECURITY AGENCY
LICENCE NO. 04

R.A.Marak
Managing Director



9862011953 / 9612504487

HEAD OFFICE
Upper Golflink
Lumshiyap
Langkyrding - Mihngi
Shillong- 793001
Meghalaya.

Lt. No.: UEXSSA/G.C/21/24/288

Dated: 10.10.2024

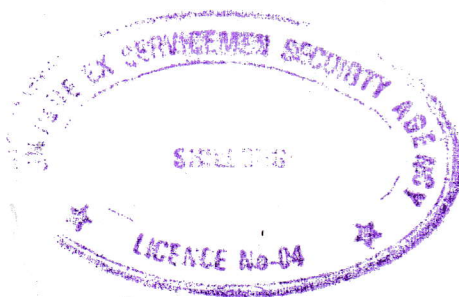
To Whom It May Concern

This is to certify that Mr. Hemant Khare has worked as SAP Consultant with our organization and Client National Highway & Infrastructure Development Corporation Ltd. Ro-Shillong from 25th January 2021 – 30th June 2024.

Hemant is a hard-working team member and worked with all sincerity during his tenure at Unique Ex Servicemen Security. He has left his job on his own accord.

He is being relieved from the services of the company w.e.f 30th June 2024.

We wish him all the success for his future endeavours.




Shri.R.A.Marak
Managing Director
Unique Ex-Servicemen Security Agency
Shillong

Colonel Shishupal Security Consultancy & Services

(An ISO 9001: 2015 Certified Organization)

Shillong

Affiliated Member:

- International Institute of Security and Safety Management. (IISSM)
- Certified Security Professional (CSP)
- Central Association of Private Security Industry (CAPSI)
- Asian Professional Security Association (APSA)



Govt. Registered
ESTD. 1998

Affiliated Member:

- Confederation of Indian Industry (CII)
- The Associated Chambers of Commerce and Industry of India (ASSOCHAM)

Registered:

- Micro, Small & Medium Enterprises (MSME)
- National Small Industries Corporation (NSIC)

Ref. No. **CSSCS/CORRES/SG/NHIDCL/JULY'24**

Date **01/July/2024**

To,
Mr. Hemant Khare,
Cleave Colony, Laitumkhrah,
Shillong – 793003, Meghalaya.

Sub : APPOINTMENT LETTER

Dear,

Mr. Hemant Khare, with reference to the subject mentioned above, We are pleased to inform you that you have been selected for the position of **IT/SAP Consultant** at **Colonel Shishupal Security Consultancy and Services**. Your employment with our company will commence on **01st July 2024**. You will be deployed at **National Highways & Infrastructure Development Corporation Limited (NHIDCL), RO, Shillong**.

You will be working with our agency on the following terms and conditions:

Basic Pay	Other Allowances		Total (CTC) per month
	Field Allowance @ 10 % of Basic Pay	Communication Expense @1000 per month	
1	2	3	4
47628	4763	1000	53391

1. Your total monthly Gross Salary (CTC) would be **₹53,391/- (Fifty-Three Thousand Three Hundred and Ninety-One Only) all inclusive**.
2. Deduction of Income Tax, Professional Tax, Provident Fund, ESIC & Other Statutory deductions Shall be made as per applicable provisions.
3. You will be required to render service with our Client National Highway & Infrastructure Development Corporation Ltd. (NHIDCL) here in, as per their requirement at their project sites in India.

Address: Goenka Towers , Behind Income Tax, Keating Road, Shillong – 793001.

☎: 0364-2221109, Fax: 0364-2223608, Email: csscs_100yahoo.co.in, Website: www.csscsecurity.com

4. The Organization reserves the right to vary the terms of your engagement for the Fixed Term period project after giving you notice as may be and if required under existing rules or law.
5. The Organization has the right to transfer you to any of its branches existing at the present or offices or branches likely to open in future anywhere in India, in the interest of the organization's business. You shall be governed by the conditions of service or rules and regulations that may be prevailing in the place to which you may be transferred.
6. You are required to report and be present at the designated location during the working hours required and abide by the rules and regulations as required by the client. You shall observe the timings as intimated to you by the client, where you are deputed, time to time. You have to be regular in attendance. However you may have to attend your duties as and when required in shift, on holidays or Sunday in accordance with the exigencies, for which no extra payment will be made. You will have to work for such extra time as may be necessary to fulfil your obligations. You are not expected to remain in the office premise after completion of your assigned work unless approved by the client. The Organization/Client are authorized to remove you from the premises, if the client considers it undesirable or being not in the interest of the organization and or its employee's and workmen.
7. You will be required to report for work to the Competent Authority in deployed office daily and would not leave the office during the duty time. Attendance shall be monitored by the "Aadhar" Enabled Biometric Attendance system and you shall be required to follow deployed office timings. In case, you are absent on a particular day or comes late/leaves early on three occasions, one day pro-rata remuneration shall be deducted or any other action as deemed fit may be taken.
8. You may be required to travel for official duties outside your place of work (project Site) and may be entitled to payment of travel and travel related costs as per norms set up by the client.
9. You will be responsible for maintaining the secrecy and confidentiality and divulge/disclosed to anyone the information obtained by you during the course of executing your fixed term period.
10. You shall disclose to the organization any act of bad faith committed by a fellow colleague or any such act or omission which comes to your knowledge and which you consider to be detrimental to the interest of your organization's/Clients business.
11. You will make your own arrangements for accommodation, local transport, etc. and you will not be eligible for any additional reimbursement in this regard.
12. Your services can be terminated without notice and inquiry, under the following conditions :-
 - a) In case your performance is found to be unsatisfactory, or you are found violating any disciplinary norms of the organization on our client.
 - b) You remain absent from duty without proper approval from Client Manager/CSSCS.
 - c) In case the Client project/process/Line of business/Business Unit/Business Activity comes to an end.

- d) In the event of rejection by the client, dishonestly, disobedience, absent from duty without permission or any other act considered detrimental to the interest of the organization/client, or violation of one or more terms of this appointment for fixed term period.
 - e) Any activity leading to formation of groups which the organization may feel that such group may hamper the work, peace and general client relationship.
 - f) Any activity resulting in loss of work at our organization or its client premises or purposive delay in work at an individual capacity or in conjunction with others colleagues will be treated as in disciplinary act and may result in termination of your service without notice or inquiry, with immediate effect.
 - g) In case any information/particulars provided to our organization or its client during and after your appointment for fixed term engagement project is false and misleading.
 - h) In case of any criminal record or criminal proceedings initiated against you.
13. You shall observe the standards of cleanliness, decorum, safety, health and general discipline laid down by the organization or client. You will follow the applicable safety rules of our client and be responsible for the security and protection of our client Material and equipment loss and damage.
14. You will comply with our Clients rules and regulations including any subsequent changes or instruct whenever applicable as may be issued from time to time concerning health, safety and welfare.
15. In case, you commit any act of omission Commission which amounts to misconduct indiscipline incompetent, you will be liable to take appropriate disciplinary/legal action against such persons including the removal from site of work if required by NHIDCL.
16. You agree to defend , indemnify and hold this agency 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.
17. Any dispute between you and this agency shall be referred to a sole arbitrator appoint by CSSCS. The arbitrator shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996 at place of deployment. This Engagement Letter shall be governed by the laws of India.
18. You shall not perform any service for the organization while under the influence of alcohol or any un-prescribed controlled substance. The possession of alcohol un-prescribed controlled substance, drug or paraphernalia, firearms, weapons and other hazardous substance or article are prohibited on the organization's/client's premises. In case you are found in possession of any of the above mentioned substances, you will be liable to be dismissed with immediate effect, without any notice and legal action may be taken.
19. You are expected to remain with the Client for full period of engagement of work assignment mentioned above. By signing this agreement/engagement letter of work assignment, you will result in irreparable harm to client and to our organization for which damage would be an inadequate remedy. Therefore, in the event of such breach, and in addition of its right and remedies otherwise available at law. Client and our organization shall be entitled to equitable relief.

20. Any damage caused by you at client's place or organization intentionally/unintentionally resulting in damage/loss of property or equipment or any tangible/intangible items/assets etc. will be dealt severally and you will be liable for damage or loss.
21. Your nature of relationship with this agency will be that of contract of service for a fixed period. By executing this letter neither do we offer you employment with this agency nor you will not claim for any form of employment with our client or this agency directly/indirectly or through any legal/illegal source.
22. In the event of you are not being able to perform your assignment due to disability or any other reason you will be required to return to our organization at the discretion of the management of a Work Assignment Letter of one week or lesser period of time, either party may terminate this Work Assignment Letter by issuing 30 days' notice in writing or payment therefore, In case you terminate the work assignment the organization may refuse to accept your termination till your charges are properly handed over and a clearance certificate is obtained for the client.
23. Settlement of your dues would be subject to clearance (No due Certificate). From the Client Manager.
24. On or before joining you must furnish the following:
25. Bio-data of the person.
 - a) Attested copy of the certificate and documents showing age, educational qualifications and experience.
 - b) Character Certificate from two group-A/Class -1 officers of the central/state government certificate of the verification of antecedents of persons by local police authority
 - c) Certificate of the verification of antecedents of persons by local police authority.
 - d) Identity cards bearing photograph.
 - e) Aadhar number of the persons deployed
 - f) Medical fitness certificate from the registered Medical Practitioner.
26. It is hereby clarified that if you fail to submit the ESIC, EPFO etc. nomination form together with any other document as required under the applicable labour legislations this agency shall not incur any liability with regards to any Claims under the said applicant.
27. Details of your Salary breakup will be as per the Annexure attached herein. You hereby authorize this agency including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.
28. In case you decide to leave the organization you have to give one month's notice in writing to the organization. Period of notice will be reckoned from the date of acceptance of resignation letter in writing.
29. If the performance not found suitable then the performance will be viewed daily for period of three month, if your services are not found suitable the service will be terminated with immediate effect further without any notice period.

30. In case, the above terms and conditions are acceptable to you, please sign at appropriate place on a copy of this offer of fixed term period engagement, in token of you having understood, accepted and agreed to the same. In case we do not receive your acknowledgement copy within a period of 30 days from the date of joining, your assignment at NHIDCL, RO – Shillong, with the acceptance of your first salary from the agency will be conclusive proof of your acceptance in accordance of terms and conditions.

We wish you the very best in your assignment with us

Yours Sincerely

(Executive Director)
CSSCS



I confirm my appointment on the above terms and conditions, which have been read and understood by me/have been explained to me in language known to me and I agree to abide by all the above terms and conditions.

Signature_____

Date_____

Colonel Shishupal Security Consultancy & Services

(An ISO 9001: 2015 Certified Organization)

Shillong

Affiliated Member:

- International Institute of Security and Safety Management. (IISSM)
- Certified Security Professional (CSP)
- Central Association of Private Security Industry (CAPSI)
- Asian Professional Security Association (APSA)



Govt. Registered
ESTD. 1998

Affiliated Member:

- Confederation of Indian Industry (CII)
- The Associated Chambers of Commerce and Industry of India (ASSOCHAM)

Registered:

- Micro, Small & Medium Enterprises (MSME)
- National Small Industries Corporation (NSIC)

Ref. No. csscs/corres/SG/Aug'24

Date : 12th August 2024

NO OBJECTION CERTIFICATE (NOC)

This is to certify that **Mr. Hemant Khare**, currently deployed at NHIDCL RO-Shillong as an **IT/SAP Consultant** under the employment of Colonel Shishupal Security Consultancy & Services, has been an employee of our organization since **01st July 2024**.

We have no objection to Mr. Hemant Khare appearing for interviews with other companies for potential job opportunities. This certificate is issued at his request for the purpose of seeking new employment opportunities.

Please reach out to us if you need any information.

Sincerely,

Bimal Mandal,
H.R. Manager
Colonel Shishupal Security Consultancy & Services

H.R. Department
Colonel Shishupal Security
Consultancy & Services
Shillong

Address: Goenka Towers , Behind Income Tax, Keating Road, Shillong – 793001.

☎: 0364-2221109, Fax: 0364-2223608, Email: csscs_100yahoo.co.in, Website: www.csscsecurity.com