


OFFICE OF THE PROJECT OFFICER HORTICULTURE
1st FLOOR, ROOM NO. – 21,22 COLLECTORATE BULLDING
JHINJHARI, DISTT. – KATNI



TO WHOM IT MAY CONCERN

This is to certify that Mr. Shishir Kumar Vishwakarma S/O Shri M.L. Vishwakarma has worked as Technical Assistant on contractual basis under Madhya Pradesh Water Sector Restructuring Project (MPWSRP) in office of the Project Officer Horticulture, Distt. – Katni date 10-02-2009 to 31-07-2010 continue work.

He is intelligent, hard worker and sincere having good knowledge of the subject. I wish his success in life.


Project Officer Horticulture
Distt. – Katni (M.P.)
Project Officer, Horticulture
Distt. – Katni



TO WHOM IT MAY CONCERN

This is to certify that Mr. Shishir Vishwakarma S/o Sri Madan Lal Vishwakarma, has worked as a **Product Development Assistant** in this organization. He had been working for the period of 23 months from 05.09.2010 to 28.08.2012 continue work.

He has been very sincere and energetic employee. He is very hard working person to the best of my knowledge he bears a good moral character. I wish him success in his future endeavors.

Dyantam
28/08/2012
Vibha Seeds
Pvt. Ltd.
Vibha Agrotech Ltd.
Hyderabad

Shishir



Vrinda Organic, Chhindwara (M.P.)

Khajri Road, Near - Sent Joseph School, Chhindwara (M.P.) 480001, Contact No. 09993494572

Date: 14/10/2014


TO WHOM IT MAY CONCERN

This is to certify that Mr. Shishir Kumar Vishwakarma S/o Shri Madanlal Vishwakarma, is working in the vrinda organic as a Agriculture Officer. His working duration from 12.10.2012 to 20.09.2014 continue work.

He has been very sincere and energetic employee. He is very hard working person to the best of my knowledge he bears a good moral character. I wish him success in his future endeavors.

Vrinda Organic, Chhindwara


Vrinda Organic
H.R.O.
Chhindwara (M.P.)
(BM/HR Manager)



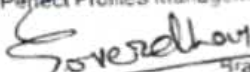
Perfect Profiles Management Consultants

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Shishir Kumar Vishwakarma**, S/o **Shri Madan Lal Vishwakarma Ji**, was associated with our organization in "Time Bound Contracts of Mutual Association" only for providing his services, on behalf of our organization, as "**District Coordinator - Horticulture**" to "**Rajasthan Agricultural Competitiveness Project (RACP)**" at District: Kota from 29th August 2016 to 13th December 2017. His last drawn Cost to Company (Gross Salary including all components and allowances) was Rs. 27,951/- per month.

This certificate is issued on 27th November 2018, only & only based on Mr. Shishir Kumar Vishwakarma's request to us and our organization shall not in any way be held liable / responsible for any consequential financial liabilities or any other liabilities, whatsoever, that may accrue on him due to usage / submission of this certificate, by him, to anyone. Neither shall we be held responsible for any consequences of any acts of his utilising this certificate.

Best Regards,
Perfect Profiles Management Consultants


(Goverdhan Laxkar)
Branch Head (Rajasthan)
Perfect Profiles Management Consultants
Date: 27th November 2018

Management & Placement Consultants to "The Best Companies to Work for in India"

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Jaipur Tel. : 0141-4049451, 98294 29200
E-mail : ppmcjalpur@gmail.com, ppmcbm@gmail.com, ppmcjp@perfectprofile.in





SUPERIOR DEVELOPMENT SOCIETY

A Social Organization

Office Add:- C/o. Mr. B.L. Sadafal, in front of Parasmani Marble Mahveer Colony
New Sabji Mandi, Guralya Road, District, Chhindwara (M.P.) 480001

9425181893
infosdsindiaorg@gmail.com
www.sdsindia.org.in

Date: 17/08/2020

TO WHOM IT MAY CONCERN

This is to certify that Mr. Shishir Vishwakarma S/O Mr. Madanlal Vishwakarma was employed as "District Coordinator" in our organization from 05 January 2018 to 28 May 2020. During that time, they worked together in all the projects of the organization such as: PMKVY, CSR project, he was also arranged other activities of the organization in selected villages and he was organized training programs related to agriculture in rural areas.

We found him honest, dedicated, hardworking and well behaved while working with us. We wish him every success in his life.

Regards,

(Khander)
17/08/2020

For SUPERIOR DEVELOPMENT SOCIETY,
CHHINDWARA (M.P.)



Shishir



INDIANEERS MEDIA PRIVATE LIMITED



Planxcute Technologies

Reg Office: 212 Shagun Arcade, Nr. Medanta Hospital, Vijay Nagar

Indore – 452010

Website: <https://planxcutetechnolog.wixsite.com/website>

Dt: 27 Jan'23

Strictly Private and Confidential

Dear Shishir Vishwakarma,

Subject: Conditional Offer Letter for Employment

Planxcute Technologies is pleased to offer you an opportunity for full-time employment in the position of FoSTaC Training & Food Safety Mitra Agent for License & Registration (BDE-Business Development Executive) which is the campaign undergoing under Indianeers Media Pvt. Ltd. on a probationary basis. You shall report to the Team Leader and are required to follow directions given by the person(s) occupying that position or as delegated. Your initial place of work shall be Indore which shall be subject to change as per company policies. You will be responsible to handle atleast a min. team of 10 FoSTaC Agents on field & max. of 20 Agents. You will be responsible to achieve the targets assigned to your BDEs.

Your total all-inclusive annual compensation on a cost-to-company basis will be INR ₹ 2,04,000.00 which shall include your basic salary, statutory components and various allowances, which may be claimed in compliance with and subject to limits under the applicable tax laws and the Company's policies and practices. All payments by the Company shall be subject to statutory deductions and contributions. Any provident fund and/or pension fund contribution that the Company shall be required to make on your behalf shall be deducted from your compensation. Please refer to the remuneration schedule for more details on the same. The salary will be paid on a monthly basis. XX Planxcute Technologies XX may make changes to the payroll cycle in its sole discretion. The terms and conditions of your employment with the Company will be provided along with this letter.

If you wish to accept our offer along with the terms and conditions hereunder, please sign and return to the undersigned a duplicate copy of this letter along with the Annexures within 5 days from the date of this letter. This offer shall automatically lapse unless you confirm your acceptance and return to us a copy within the prescribed time. Upon your acceptance of this offer for employment and subject to successful completion of your background checks by the Company, you will be required to join on Jan 27, 2023 which includes 3 days of training continuing with 5 days provision starting from Jan 30, 2023 (Ignore if already served). Your joining will be considered after your provision period completes & working will be counted in your present month or such later date as may be communicated to you by the Company.

Should you accept this offer, you are requested to provide the Company with copies of the documents as listed out in Annexure A (unless provided earlier). Please treat this letter and its contents as strictly confidential and do not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without the Company's prior written consent. Your salary and benefits are confidential and you should refrain from discussing it with other employees of the Company.

If you have any questions in relation to this offer, please contact the undersigned.

Yours Sincerely,

Planxcute Technologies

Chetan Rao
Recruitment Director – Planxcute Technologies

Acceptance

I hereby accept the offer along with the terms and conditions of employment with Planxcute Technologies as stated hereinafter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Signature: {{Sig_es_1: signer1: signature}}

Name: Shishir Vishwakarma
Place: Indore

Annexure A

List of Documents

1. 2 recent passport-sized photographs
2. Relieving letter / Offer Letter of previous Employer
3. Copy of active passport (If any)
4. Relevant educational certificates
5. Last 3 months salary drawn pay slips
6. Permanent Account Number (PAN) (For statutory purpose only)
7. Aadhar card (For statutory purpose only)
8. Bank Account Details (For salary purposes only)

Annexure B

Terms and Conditions of Employment

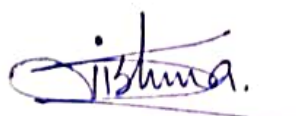
1. INTRODUCTION


The Company's offer of employment is based on the particulars, information and declarations provided by you. If at any time it is observed that the information provided by you is false or misleading or there is any concealment of facts by you, the Company reserves the right to immediately terminate your employment.

2. PROBATION

Your employment will be subject to three (3) months initial probationary period, which period shall commence from the date of your joining the Company. During the probationary period your employment can be terminated by the Company as per applicable laws. If your performance is satisfactory to the Company during this period, then the Company shall confirm the appointment in writing. Your probation shall automatically be deemed to have been extended in a situation where you do not receive the aforesaid written communication from the Company. Depending on your performance and/or other consideration, the Company may choose to extend such probationary period to the extent it deems fit.

Notwithstanding anything aforesaid, if the Employee is serving his/her probationary period, the employment can be terminated by the Company immediately, without giving any notice to the Employee. However, in case the Employee wishes to terminate the Employment during such period, the Employee shall give at least seven (7) days' written notice to the Company. In such an event, the Company may, at its sole discretion, permit the Employee to leave service during the period of notice without any salary in lieu of notices or pro-rated salary for the balance notice period as per this Clause.





Name: Shishir Vishwakarma
Place: Indore, India

Remuneration Break Up

Name of the Employee: Shishir Vishwakarma

Salary Structure

A. Fixed Components

Per Month Amount – Salary Breakup

• Basic Salary: INR ₹13,000.00 (Min. 50% Target to be achievable for eligibility)

• Variables:

- ❖ Daily 20 Daily FBOs visit: INR 1,000.00 [except 6 holidays (4 Sundays & 1 Paid & 1 Medical leave)]
- ❖ Trainings Target 80%-100% Achieved: INR 1,000.00
- ❖ Fix Dearness Allowances & Conveyance: INR 2,000.00

• Other Allowance: INR ₹0.00

- Below 50% achievement will be paid as per the percentage of work done during the month (Ex. 40% of the basic will be paid for 40% achievement).

Bonus Incentives:-

- Rs. 200 per training & Rs. 50 per registration will be rewarded after 100% achievement of the target.


Per Annum Amount

• Basic Salary: INR ₹ 1,56,000.00

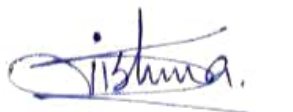
• Variables: INR ₹ 48,000.00

• Other Allowance: INR ₹ 150.00 per each employee successful registration under NAPS Scheme for one year.

Benefits Schedule



This document will give you clarity on terms associated with compensation and benefits as per organization policies in effect. Kindly go through and provide your acceptance for the same.





BHM AGRIMART
LIMITED

CST No. : 23AAFCB4328Q1ZG CIN No. : U7414DL2012PLC241466

JOINING LETTER

Ref NO. BHM/HR/23-24/378

Date: 11/03/2024

To,

Mr. Shishir Vishwakarma

Address:- In front of Chhota Talab, Near-Shreyas

Talkies, Chhindwara (M.P.) 480001

Mobile No. :-+91 96850 20404

Email: shishirvishwakarma16@gmail.com

Sub: Your Career With "BHM

Sub: Your Career With "BHM AGRIMART LIMITED"

Dear, **Shishir Vishwakarma**

Effective Date Of Appointment:

Your date of joining at "BHM AGRIMART LIMITED" will be on **11/03/2024**. You are required to report to the Human Resources office at B-704, SIGNATURE-II, SANAND-SARKHEJ CROSS ROAD, SG HIGHWAY, AHMEDABAD, GUJARAT-382210.

Job Assignment/Reporting:

You will perform duties as outlined in the job description for your position. Your reporting authority will be Mr. Yogendra chandel (ASM) or his nominee.

Place of Posting:

You will be posted at Chhindwara (M.P.). Your services may be transferred to any of the "BHM AGRIMART LIMITED." establishments throughout India at any time.

Remuneration:

- Your monthly salary will be as per the salary sheet attached herewith as Annexure 1.
- Increments will be based on your performance, subject to efficiency, regularity, punctuality, and discipline. Increments can be accelerated for exceptionally good performance.
- You are entitled to leave as per the "BHM AGRIMART LIMITED." leave policy.

Probation:

I have read and understood the terms and conditions stated above and here to signify my acceptance of the same.

Signature of the Employee-----

Date: 18/03/2024

Name of the Employee: Mr. Shishir Vishwakarma,

Other Terms & Conditions:

1) It is compulsory for every employee to complete the targets set by the company. Salary will be deducted for failing to meet the target.

2) Employees must provide one blank cheque in the company's name, which can be utilized in case of any financial fraud or violation of company rules.

3) Daily reporting is compulsory for each employee. Failure to report daily will be considered as a full day's leave, and the salary and expenses of the day will be deducted. The company can deduct 50% of your salary if you fail to achieve the target.

5) An employee must provide attested copies of the following documents before joining:

ID Proof (Aadhar Card, Pan Card, Driving License)

Passport Size Photos-2

Mark Sheet Copies

All Certificates

5) Upon resignation, an employee must provide a compulsory 3-month notice period.

6) At the time of resignation, an employee must settle all balances and dues of the dealers under them. Failure to do so will result in deductions from the salary.

7) The company will deposit the salary into the employee's salary account or provide it by cheque only; salary will not be given in cash.

8) If you fail to meet the target, the company reserves the right to issue a Credit Note against your salary.

9) The company reserves the right to change the terms and conditions at any time without notice. Additionally, the company may terminate an employee without prior notice if the employee is found to be violating any rules or engaging in financial fraud.

Declaration By An Employee:

I hereby declare that I have fully understood the above terms & conditions & I completely agreed with all the terms & conditions.

Signature of the Employee

DATE: 11-03-2024

Full Name & Address Of The
Employee

Shishir

ANNEXURE-II

Date:- 11-03-2024

Name of Candidate:- Mr. Shishir Vishwakarma

Position title :-SSO

HeadQuarter:-CHHINDWARA

| COMPENSATION LETTER | | | |
|---|--|------------------|-----------------|
| The Employee shall be entitled to receive compensation following the terms outlined in this Compensation Letter for all the services of every nature rendered and to be rendered by the Employee in connection with his employment with the Company as laid down in this Agreement in India. The Employee shall be bound by the terms and conditions outlined in this Agreement | | | |
| BHM AGRIMART LIMITED | | | |
| CTC Breakup (With PF) | | | |
| Name Of Employee : | SHISHIR VISHWAKARMA | | |
| Designation | SSO | | |
| Level | Level -B | | |
| Date of Joining : | 11-03-2024 | | |
| Sr. No. | Particulars | Amount (Monthly) | Amount (Yearly) |
| 1 | Basic Salary | 11000 | 132000 |
| 2 | House Rent Allowance | 8,125 | 66000 |
| 3 | Conveyance Allowance | 2200 | 26000 |
| 4 | Medical reimbursement | 2750 | 33000 |
| 5 | Special allowance | 550 | 6600 |
| Deduction | | | |
| 6 | Provident Fund | 1320 | 15840 |
| 7 | ESI | 83 | 996 |
| 8 | TDS | | |
| Annual Gross | | 20598 | 247176 |
| 9 | Gratuity (Payable after 5 years service) | | |
| Cost to Company | | 22000 | 264000 |
| Net Payable | | 20598 | |

I accept this action as outlined above and confirm that my start date is:

Signature:



Name: SHISHIR VISHWAKARMA Date: 11/04/2024

