



SWAL CORPORATION LTD.

UPL House, 610 B/2, 4th Floor, Off Western
Express Highway, Bandra Village, Bandra (E),
Mumbai-400 051, India.

☎ 022 7152 8000

🌐 www.swal.in

15th February '2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Rambharos Parmar was working with us as an 'Intern' from 20th October '2022 to 19th December '2022 in Sales & Marketing Department.

During this period, he was involved in below project :

- To established Seed Treatment Brand Cascade, Imivax in untraped market threw Demonstration and Field Visits

During his training period in our Organization, he was very dedicated, sincere and efficient and completed his project within a given time frame.

We wish him all the best in his future endeavors.

Yours sincerely,
For **Swal Corporation Ltd.**

Santosh Vellanki
Head HR - Corporate



Eternal HR Services Pvt Ltd

PAYSLIP for the month Dec-24(Confidential)

Emp. Code	: 39706	Company Code	:
Emp. Name	: Rambharos Parmar		
Project	: 122 (P I / Bhopal / M P / West Zone1)		
PAN	: FISPP3346F	ESIC Number	: 8100940201
PF Number	: MRNOI00487250000040005	UAN	: 101934900508
Location	: Sehore	Department	: Marketing
Designation	: Field Assistant	Joining Date	: 26-Oct-23
Payment Mode	: NHDFC		
Bank Account	: 31480110039366		
WorkingDays:29	LOP:0	ArrearDays:11	LeavingDate:18-Dec-24

Components	Current Earnings	Arrears	Deductions
Basic	: 14210	0	Provident Fund : 1705
HRA	: 6323	0	ESIC : 0
Travelling Reim	: 0	0	Income Tax : 0
:			P-Tax : 125
:			Labor Welfare : 2
:			VPF : 0
Mob. Net. Comp. R	: 0	0	
Medical Reim	: 0	0	
Performance linked	: 0	0	
Temporary variable	: 0	0	
Stat-Interim Bonus	: 1184	0	
Food Voucher Reim	: 0	0	
Base Pay	: 0	0	
Arrear Basic	: 0	0	
Leave Enca. (no ESI	: 0	0	
Variable Per. Inc. /	: 0	0	
LTA (no ESIC)	: 0	0	
Misc. Amount	: 0		Advance : 0
Incentive	: 0		Deductions : 0
Other Earning	: 0		Insurance : 0
Overtime Amt.	: 0		LOP Amount : 0
Gratuity Amt.	: 0		Short & access :
Total Gross Salary	: 21717.13		Total Deductions : 1832
Net Salary	: 19885		

Leave Type	Opening Balance	Availed	Closing Balance
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* Leave Balance on 20-Dec-24

ESIC Deduction	I-Tax Deduction
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* This Pay-Slip is auto-generated by Computer Application and hence does not require Signatures

* For Assistance, please call at 0120-4238838 or e-mail at executive@eternalhr.com



APPOINTMENT LETTER

24th December 2024

Employee Code - G2513

Mr. Rambharos Parmar,

This letter will confirm the details of your employment with **Geolife Agritech India Pvt. Ltd.**
You have joined our team as a **Sales Representative** at **Sehore (HQ)**, on **18th December 2024** and the breakup of your Salary is as given below.

Salary Annexure

Pay Heads	Amount
Basic	12,944
HRA	5,178
Travel Allowance	4,530
Education Allowance	3,236
Bonus	1,079
Gross	26,967
Provident Fund	1,800
PT	167
Total Deduction	1,967
Net In Hand	25,000
CPF	1,800
Gratuity	622
Monthly CTC	29,389
Annual CTC	3,52,668

Performance incentive (if any) shall be payable after completion of the FY based on your achievement, in the month of July or post your confirmation month, whichever is later, only if you are on the rolls of the company at the time of disbursement

TDS

Income Tax would be deducted at the appropriate rate based on the information on Tax saving investments submitted by you, along with any other tax on employment and statutory charges, as may be

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Emp. Code G2513_APL

HR Initial 

Employee's Initial 



Date: 26-Oct-2023

To

Dear Ms./Mr. **Rambharos Parmar**

Emp Code: 39706

Client Name: Client Id:5 **PI Industries Limited** Address: Subhash Baishander ,37, Shrawan Estate Near narella Sankari J K Road, Bhopal MP

(herein after "deputed client") Project id: 122

Scheduled date of joining: 26-Oct-2023

Sub: Offer Letter for the position of Field AssistantDear **Rambharos Parmar**

With reference to your application and subsequent meetings, we are pleased to offer you for the above-mentioned designation on contractual basis as per the contract period mentioned above. Your appointment would be a fixed term contract from 26-Oct-2023 till 26-Oct-2024 after which your appointment will end automatically without any written or verbal communication regarding notice period or pay in lieu of notice period from ETERNAL HR SERVICES PVT LTD. (here after "Company") or the deputed Client.

This letter is valid only if you report by 9.30AM for joining your duty on 26-Oct-2023 else it would become null and void.

- You agree that you will not hold any right to claim the permanent job on the basis of this appointment. During your tenure you may leave the services by giving 7 days prior notice or pay in lieu to ETERNAL HR SERVICES PVT LTD. Similarly, ETERNAL HR SERVICES PVT LTD may terminate your services by paying you 7 day's notice or pay in lieu (The management, however, shall have the option to terminate the contract without giving notice or paying in lieu of notice, if the circumstances then prevailing compel the management to relieve you earlier, without giving notice as pay in lieu thereof. In the event you shall not claim or raise any dispute for non-payment of notice pay.) In the event of your resigning from the services of the organization the organization can relieve you of your services with immediate effect without giving you the notice pay, at its sole discretion.
- You are required to complete joining formalities within 7 days of Date of joining like submission of required forms, address proof, age proof, Photo ID proof, etc. at the time of joining in case of non-submission or incomplete submission of documents ETERNAL HR SERVICES PVT LTD. Has the authority to terminate your services at any time during your services without giving any notice or pay in lieu to notice period.
- You are required to render services to our Client **PI Industries Limited**, at their premises, subject to the terms and conditions of this Appointment Letter duly accepted and executed by you. Your current location will be our Client's premises but you are liable to be shifted from one job or department or city or client to another in accordance with the exigencies of work or managerial or administrative or business requirements. Further, you will be required to strictly adhere and comply with instructions received by you, from us or any other authorized person on behalf of our Management and will be bound by our Service Rules and Regulations.
- In terms of our Contract of employment, you shall be required to –
 - Faithfully perform your duties and services in a professional manner at our Client's location until the completion of the term of the Work assignment.
 - During the term of the Work assignment, render services exclusively to our Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - Not engage in any conduct which is detrimental to the interest of our Client or our Company.
 - Not to receive any payments of any nature, either directly or indirectly from the Client unless authorized by us in writing or confirmed per e-mail.
 - Extend all co-operation to our Client, their employees, representatives and the like and do all such things as may be necessary, as also to comply with all terms of this Appointment Letter and Service Rules, which are available on our website for your constant ready reference, perusal and diligent compliance.
 - Report and be present at the designated location during the working hours conveyed and to abide by the Rules and Regulations, as required by the Client.
 - Comply with the safety, health and other Rules and Regulations of our Company.
- You agree to defend, indemnify and hold our Company including our Client harmless from any and all claims, damages, liability, attorney's fees and expenses on account of your failure to satisfy any of your obligations under this Work assignment letter or for misconduct for violation of any law or creation of any legal liability by you.
- During the tenure of your engagement with company, you will not take any leave without prior approval of your reporting manager (whether from ETERNAL HR SERVICES PVT LTD or deputed Client). Any Leave for more than 3 consecutive days without Information and Prior Approval shall be considered as Unauthorised Absenteeism and will allow company to take disciplinary action against you. Company will have right to terminate your services considering no call no show as your willful resignation on non-following of company "Code of Conduct" and hence you will not be eligible for any pay against Notice period and the period you have not attended the office.
- Any dispute between you and our Client or with us shall be referred to a Sole Arbitrator appointed by us. The arbitration shall be conducted in the English language, in accordance with the Arbitration & Conciliation Act, 1996, at the venue whereat you have been posted viz. same city. Your failure to attend and participate in the said proceedings; will amount to sufficient compliance with principles of natural



ManpowerGroup Services India Private Ltd.

Suite No. A, 1A, 1st Floor, Gobind Mansion,
H - Block, Connaught Circus,
New Delhi - 110001

T: 1800 - 419 - 4001

www.manpoweronline.in

Date: **01/Mar/2023**

Name: **Rambharos Parmar**
Address: **Palkhedi, sehare, Madhya Pradesh. 466115**
Employee ID: **100599321**

Subject: FIXED TERM CONTRACT

Dear Rambharos Parmar,

With reference to your appointment with **ManpowerGroup Services India Pvt. Ltd.**, we have pleasure in offering you the position of **Sr Field Development Officer** in our organization on a Fixed Term Contract basis. The detail of the offer is as follow:

Start date of Assignment: **01/Mar/2023**

End date of Assignment: **29/Feb/2024**

Gross Salary per month: **21741**

Any statutory dues like PF, ESI, Bonus etc, if applicable, will be Paid / Deducted as per law.

All taxes will be deducted as applicable by law.

The terms and conditions of the contract and details of your salary break up are specified in Service Contract attached here to.

Kindly send the accepted copy of the same and your PAN number to ManpowerGroup. In case the signed acceptance is not received by ManpowerGroup within 7 days of the offer date, ManpowerGroup reserves the right to withdraw the offer.

For **ManpowerGroup Services India Private Limited**

Dipankar Das
Head Staffing Operations

Signature

Accepted By
Rambharos Parmar