



MANGAL ANALYTICS AND RESEARCH CONSULTING PRIVATE LIMITED

2nd Floor, CMM Building, Rua de Ourem,
Panjim, Goa – 403001
Ph.: +91-832-6631761/+91-9339628675

November 06, 2023

Floyd Einstein Comes

APPOINTMENT LETTER

Dear Floyd,,

We have pleasure in appointing you as “Trainee - Market Research and Financial Analysis ” in our organization, effective November 06, 2023, on the following terms and conditions:

1. Placement & Compensation

Your annual CTC will be 2,16,000 /- pa (Two lakh sixteen thousand per annum only). You will be placed in the appropriate responsibility level of the firm and will be entitled to compensation (salary and other applicable benefits). Your role and responsibilities will be reviewed from time to time.

2. Posting & Transfer

Your posting will be at the “Goa office”. However, you should be willing to travel within Goa for the firm related work as and when required.

3. Full time employment

Your position is a whole-time employment with the firm, and you shall devote yourself exclusively to the business and interests of the firm. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business with the firms, existing clients and competitors (for a tenure of one year from your relieving date) and during your employment with the firm, without permission in writing from the firm.

4. Confidentiality

You will not, at any time, during the employment or after disclose or divulge or make public any information regarding the firm's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

5. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.



6. Termination of employment

You shall in the event of your resignation give the Company 2 (two) months' notice of your intention to resign. The Company however, reserves their right to accept your resignation with immediate effect or at any time during the notice period and you shall not be entitled to any salary or any other benefits after the last working date from which resignation has been accepted. In that event, you shall surrender all benefits, amenities or perquisites enjoyed by you of whatsoever nature to the Company. You shall in no event be entitled to terminate your employment on payment of 2 (two) month's salary in lieu of notice.

The company also reserves the right to terminate your services without assigning any reasons by giving you 2 (two) months' notice in writing or salary in lieu thereof.

The company also reserves the right to terminate your services without any notice or salary in lieu thereof on the grounds of misconduct or even in the case of reasonable suspicion of misconduct, disloyalty, commission of any act involving ethics or any act of indiscipline or inefficiency or loss of confidence.

Upon termination of employment, you will immediately hand over to the firm all correspondence, specifications, formulae, books, documents, market data, cost data, affects or records belonging to the firm or relating to its business and shall not retain or make copies of these items. Upon termination of employment, you will also return all firm property, which may be in your possession.

7. Working hours

The working hours of the firm are from 9:30am to 6pm including 30 min lunch break. From time to time you might have to put in more hours, which shall be notified to you beforehand.

8. Leave and Absence without notice

Absence without leave or remaining absent beyond the period of leave originally granted or subsequently extended, shall result in voluntary termination of your employment without any notice unless you, return to work within **3 days** from the commencement of such absence, and provide satisfactory explanation to management regarding such absence.

9. You are expected to furnish:

- a. Proof of compensation (last drawn salary)
- b. Date of Birth proof certificate (Copy of Pan card/ passport / birth certificate / S.S.C) (Two Copies)
- c. Copy of Academic Certificates (all from 10th to Highest)
- d. Copy of Resignation Letter with acknowledgement

Thanking You.

For Mangal Analytics and Research Consulting Private Limited


Mr. Ashutosh Kharangate

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning this letter for our records.

MARC

Yours faithfully,

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.


(6/11/2023)
(Signature and Date)

Floyd Gomes

Annexure

Fixed Components		Monthly
	Basic	7,000
	HRA	3,500
	Medical Reimb	1,250
	Conveyance Allowance	1,600
	Other Allowances	4,313
	Gross	17,663
	Net take home monthly	17,663
	Gratuity	337
	Total Monthly CTC	18,000

For Mangal Analytics and Research Consulting Private Limited



Mr. Ashutosh Kharangate
Managing Director