



To,

Name: Anoop Bhargav M

Vendor ID: PFSB040

Father Name: PS Mohan

Contact No: 9886415761

Designation: Store Executive

Address: #13335,5th cross 4th main near SBI, Chandra layout Bangalore-560040.

Subject: Letter of Freelancing Arrangement

Dear Anoop Bhargav M,

In reference to your interest expressed to us in person and further to our discussion thereafter, we are pleased to engage you as **Store Executive** on a freelancing basis, from **12-Oct-21** to Freelancer. The details of the arrangement are elucidated in Annexure A, and are on the following terms and conditions.

1. Your engagement with us, at our client's establishment is purely on a freelancing basis, and such an agreement does not create any partnership, joint venture, agency, franchise, or employment relationship between you and our organization or any of our clients.
2. As a freelancer, you will not be considered as having the status of an employee of our organization or our clients for any purpose, including for tax purposes, and you will not be required or entitled to participate in any employee benefit or other plans or arrangements in which our or our clients' employees of and their affiliates may participate.
3. During the duration of your freelancing arrangement with our organization, the nature of your engagement will be non-exclusive to us or our clients.



4. Your initial place of engagement will be from our client's establishment, located at **Bangalore, Karnataka.**
5. In consideration of providing services in accordance with this contract, you will be paid fees in accordance with the amounts indicated in Annexure A. You may be eligible for incentives for special services as otherwise agreed between you and our organization from time-to-time.
6. The continuation of your arrangement with the organization is subject to your remaining physically and mentally fit. As and when required by the organization, you will submit yourself to medical examination by a physician of the choice of the management.
7. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that has been agreed upon with you, and you shall maintain a high standard of efficiency, integrity and Secrecy.
8. You will always maintain high standards of secrecy and maintain the confidentiality of the records, documents and any other information relating to the business of the organization or its clients, which may be known to you or confided in you by any means and shall use only in a duly authorized manner in the interest of the organization or its clients. You will always maintain high standards of secrecy and maintain the confidentiality of the records, documents and any other information relating to the business of the organization or its clients, which may be known to you or confided in you by any means and shall use only in a duly authorized manner in the interest of the organization or its clients.
9. At the time of cessation of this arrangement for any reasons, you will return all the records, documents and other information related to the organization immediately if they are in your possession in any manner and shall not attempt to retain copies of any data, records, know-how or information of the organization or its clients.
10. You will be subjected to a standard background verification procedure, during which you will provide complete and accurate responses to all questions related to the background screening, including, questions on prior convictions and notify our organization immediately if you need to change or update your answers to any questions posed during the background screening process, including you have any new convictions. If the status of the background verification



is found to be negative, or any document found to be fake, your arrangement with us will cease to exist with immediate effect.

11. You will be governed by the Code of Conduct and Safety Requirements of our organization and its client(s). You will also be governed by the laws enacted by the local authority, State Government or Central Government as applicable to you from time to time.
12. Under this arrangement, you shall indemnify and hold harmless, organization and its clients from any claims, demands, liabilities, suits, proceedings, penalties, costs or expenses of any kind (including attorneys' fees and expenses) arising out of or in connection with (i) infringement of intellectual property rights of organization by you; (ii) infringement of third party intellectual property rights by you;(iii) violation of any applicable laws and statutory obligations by you.
13. During the period of your association with the Client, You will be bound to abide by and adhere to the policies, rules, and regulations of the client from time to time including but not limited to Code of Conduct, Discipline, Business Ethics and Contract of employment. Such policies, rules and regulations may be subjected to alternation and amendment from time to time at the sole discretion of the client and you shall be abiding the same. We take this opportunity to wish you every success in your assignment.
14. During your employment with us, you will not be associated yourself with such activities, as in the opinion of the management will be harmful or detrimental to the interest of the company.
15. You will be abide the rules and regulations, which are in force there to and rule governing business conduct and secrecy as decided from time to time by the management.
16. It is understood that this employment is being offered to you on the basis of particulars submitted by you in Application of Employment. However, if any time it should emerge that the details provided by you are false/ incorrect, or if any material or relevant information has been suppressed or concealed, this appointment will be considered ineffective and irregular and would be liable to be terminated immediately without notice after giving you an opportunity, in accordance with the disciplinary action against you for the same.



17. Unsatisfactory work performance can consist of a variety of behaviors, including the following:

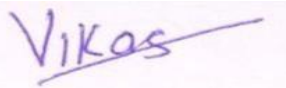
- Unwillingness to work toward assigned goals.
- Inability to complete work assignments or correct errors in a reasonable amount of time.
- Inability or unwillingness to learn new tasks or skills or to work collaboratively.
- Inability to exercise good judgment.

An employer can terminate an employee who exhibits any of the above behaviors, by giving the Performance Improvement Plan.

Kindly sign and return a copy of this letter in acceptance of the terms and conditions set out herein in totality.

We look forward to welcoming you as a freelancer with our organization.

For **Sublime Infra & Facility Services Pvt. Ltd.**



Authorized Signatory
(Vikas Sharma)

Acceptance of Freelancer

I have read and understood the above terms and conditions governing my arrangement with the organization and the same are acceptable to me in totality.

Candidate Name

Signature:

Place:

Date:

ANNEXURE A

Scope of Work:

1. You shall devote your time, attention and ability towards company and shall perform such duties and exercise assigned to you from time to time by the management. You shall also comply with orders, directions, and regulations as laid by the management.
2. Your Services are liable to be transferred/ deputed part or whole time to any company, section, subsidiary or associated concern,
3. You are required to be flexible and to undertake all duties associated with your role. You are also expected to undertake reasonable alternative duties in addition to, or instead of your normal duties. The Management decision in this regard would stand final and abiding.
4. Responsible to manage walk-in customers & assist customer in exploring product catalogue and provide consultation in selection of products.
5. Achieve all business milestones – conversions/sales
6. Responsible to meet set targets
7. Responsible for studio business growth & generating B2B orders through client meetings
8. Responsible to conduct customer engagement activities to enhance awareness & footfalls
9. Store Administration – Handling daily store activities, studio maintenance & upkeep & visual merchandise consistent to Pepperfry Studio norms and SOPs.

CONFIDENTIAL INFORMATION

Any information you obtain from time to time regarding processes, methods, client information, business practice, etc., should be treated as being of the utmost confidential.

ANNEXURE BREAKUP

PARTICULAR	Monthly	Yearly
BASIC	10000	120000
HRA	5000	60000
Special Allow	0	0
TOTAL GROSS	15000	180000
PF@12%	0	0
ESIC@0.75%	0	0
PROFESSIONAL TAX	0	0
LWF	0	0
TOTAL DEDUCTION	0	0
NET IN HAND SALARY	15000	180000
PF@13%	0	0
ESIC@3.25%	0	0
LWF	0	0
Insurance	195	2340
TOTAL BENEFITS	195	2340
TOTAL CTC	15195	182340

Variables/Incentives	
Target Achievement	Incentive
80%	□ 3,200
100%	□ 4,000
150%	□ 6,000