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**PRIVATE & CONFIDENTIAL**

Tushar Kumar Dhanuk  
61/4, Sister Nivedita Road,  
Kolkata,  
700063  
India

04 September 2024

**TRAINEE ASSOCIATE Trainee Business Service Support Advisor CONTRACT**

Dear Tushar Kumar Dhanuk,

This is your Contract of Training/Apprenticeship ('**Contract**') and contains a statement of the applicable terms of your training.

We are delighted that you have agreed to join us as a Trainee (Trainee Business Service Support Advisor). Once you have acknowledged these terms, this shall become a contract between you and the Company.

Please note that your engagement with us is subject to you having the right to work in India, completing the applicable registration requirements under law, and to our being satisfied that you have met all pre-engagement conditions. Any requirements under the Provisional Offer of Apprenticeship, that permit or require compliance after the commencement of your training, will continue to require compliance by you within timelines specified therein.

**1. Commencement Date**

1.1. For the purposes of your training, your engagement is with BT e-Serv (India) Private Limited (Company) having its registered office at Eros Corporate Tower, 11th Floor, Nehru Place, New Delhi, 110019, India. Your training with the Company will be based out of our

BT e-Serv (India) Private Limited  
CIN: U72900DL2007PTC169335  
Registered Office  
11th Floor, Eros Corporate Tower  
Opp. International Trade Tower  
Nehru Place  
New Delhi – 110 019, India  
Tel.: +91 11 4781 1111  
Fax: +91 11 4781 1112  
www.bt.com

## **6. Stipend**

6.1. Your stipend for the term of twelve (12) months is **INR 15767** which shall be payable monthly in arrears directly into your nominated bank account. (Stipend). A complete breakdown of your Stipend/compensation package is set out at Appendix 1 of this Contract.

6.2. All payments received by you from the Company will be subject to statutory deductions as required by law. You agree that you shall be personally responsible for the settlement of all taxes and will indemnify us against any claims or liabilities which we may be required to pay on your behalf.

6.3. Subject to policy and at the Company's discretion, your Stipend may be reviewed without affecting the other terms of your training. There is no obligation to award an increase and there will be no review of your Stipend after notice of termination of Contract has been given by either party.

6.4. At any time during your training, or upon its termination, you consent to the Company deducting from Stipend (or from any other payments due to you) any money which you may owe to the Company.

## **7. Other Benefits**

7.1. You will be eligible for insurance and such other benefits, if any, as set out in Section 7 of Appendix 1 to this Contract and in accordance with Company's prevailing policies as can be found on the intranet. Any eligibility to the same is subject to our sole discretion and to:

- (a) acceptance by the insurer of you under the relevant policy;
- (b) the terms, conditions and exclusions of the relevant policy; and
- (c) the Company's right at any time to seek and obtain insurance on different terms and levels of benefits as compared to the terms applicable at the commencement of your training.

## **8. Annual Leave**

8.1. The Company's annual leave cycle is from 1 April to 31 March. Your annual leave entitlement is set out in Section 6 of Appendix 1. If your training starts or finishes part of the way through the annual leave cycle your entitlement will be calculated on a pro-rata basis (rounded up to the nearest half day).

8.2. You will be paid your Stipend at a daily rate during the annual leave availed by you. Annual leave must be availed in line with the applicable leave policy which includes you making a formal request on the leave portal.

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