



Compensation & Deductions:

- All experienced employees are entitled to achieve the given set of targets on monthly basis in order to get the complete compensation.
- The Company strictly follows " **No Sale, No Salary** " Policy, which is exempted during the first joining month. In case you fail to achieve the said targets your basic amount will be credited as salary. Salary distribution will be shared post joining by HR.
- Company ensures incentives to its employees for rewarding their outstanding performance. All incentive structure will be shared post training completion.
- As per the discussion a monthly compensation of **Rs. 18000/-** without any deduction (PF, TDS, ESI, etc...) will be provided for your services. After your confirmation, i.e six months applicable deductions like TDS, PF etc.. will be deducted if you opt for. The compensation will change based on your performance.

(Kindly submit a duly signed copy at your local office and send a scanned copy at hr@trip-cart.com)

Name:

Signature:

Date:

Stamp
& Seal

Registered Office: 402, 4th Floor, Swagat Building, C.G Road, Ahmedabad-380009

Phone: +91-9504154154

Email: hr@trip-cart.com / care@trip-cart.com

LLP IDN: AAS-5608



Subject: Appointment Letter TC/SLG/TCE20

Dear Priyanka Acharjee,

We would like to take this opportunity to extend our heartiest congratulations on your selection. By now your interactions with a number of our senior team members from Sales & Human Resources departments would have reinforced your decision to make your career with TripCart.

We now invite you to join us, where you would get an opportunity to know about your roles, our culture and our system. Your team leaders will assist you in this.

Kindly note that your offer with TripCart would be subject to your successful completion of the Training Programme. You would also need to submit a "Medically Fit" certificate with a govt registered doctor's signature.

We are enclosing some of the guidelines, to facilitate your working with us.

Wishing you all the best.

From **TripCart Tours & Travels India LLP**

Ved Anand
Founder
Encl - as above



Designation – Travel Consultant (Dept-Sales)

DOJ- 23\08\2021

Annexure 1 :

- All employees must have their **own laptop**, which has to be used for work.
- The Management may change your roles & responsibilities for work, at its discretion as it may consider necessary from time to time. The Company works in a 24*7 environment, and accordingly your shift timings will be based on process / program requirements from time to time.
- **Probation period**- 6 Months from the date of joining. However it is liable to change according to your performance. Resignation under this period won't be accepted.
- **Holidays**- All Sundays. Other holiday list will be shared later as per Standard Holiday List of India.
- **Working days & Hours** - Monday to Saturday, 10 am- 6 pm (Will vary as per local guidelines incase you are entitled to work from office). Need to complete 8 hrs per day. However, you will also be required to avail yourself outside these stipulated hours if the need arises.

Registered Office: 402, 4th Floor, Swagat Building, C.G Road, Ahmedabad-380009

Phone: +91-9504154154

Email: hr@trip-cart.com / care@trip-cart.com

LLP IDN: AAS-5608



Leave Policy :

- **During Probation:** 4 Casual leaves and 4 Sick leaves till 6 months. Not more than 2 leaves in a month. CL if not approved will be counted as LOP. All leaves to be informed via mail 24 hrs before.
- **After confirmation:** Casual Leave (CL) - 12 days/ annum, can be availed with a maximum period of 2 days at a stretch. Sick Leave (SL) - 6 days/annum, need medical certificate to avail, SL cannot be clubbed with CL.
- Absence for a continuous period of six days without prior approval of your superior (including overstay of leave / training), would automatically terminate your services without any notice or intimation unless the Management communicates in writing to the contrary.



Notice Period :

- Your employment / services will be governed by Company's rules and regulations applicable from time to time. If the Company is not satisfied with your performance on any account, the Company reserves the right to terminate your employment with a notice of One month(s) or by paying proportionate gross salary (excluding variable) in lieu of any short notice. This, in no way, limits the Company's right to terminate your employment without notice in the event of serious misconduct which include, committing a criminal offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to the Company's reputation etc. The Company also reserves the right to terminate your employment without cause, with a notice of One month(s) or by paying proportionate gross salary (excluding variable) in lieu of any short notice.
- If you wish to terminate your employment with the Company, you shall be required to serve minimum of 60 days of notice or pay proportionate gross salary (excluding variable) in lieu of any short notice to the Company, subject to management approval on the same.
- The Company may however, in its sole discretion, waive off the notice period, in full or in part, without assuming any liability to compensate you in respect of the period so waived.

On termination of employment you shall immediately:

- Deliver to the Company or as may be directed, all Confidential Information; and return to the Company all equipment, security keys, and other property belonging to the Company.

Registered Office: 402, 4th Floor, Swagat Building, C.G Road, Ahmedabad-380009

Phone: +91-9504154154

Email: hr@trip-cart.com / care@trip-cart.com

LLP IDN: AAS-5608



- The employee agrees that in the event of any termination of his/her employment with the employer for any reason, within one year from the date of his/her joining the Company, the employee shall be liable to forthwith refund the relocations charges, joining bonus, notice buyout, brokerage or any other costs borne by the Company for the employee towards additional benefits.
- Employee agrees that in the event of any default in said refund, the Company shall be entitled to recover full or part of the said amount as it may deem fit from any salary/bonus/incentives payable to the employee post termination in addition to its rights to proceed with recovery claims against such employee if the amount is not fully recovered when due at the cost of the employee.
- If your conduct, attendance, performance during the tenure of your employment is found to be unsatisfactory, management reserves its right to terminate your employment.

Alternative Employment :

- You are restricted from accepting any other employment or carry on any other commercial activity while employed with the Company, without our prior specific written approval.
- While employed with the Company, you shall not perform such work or provide such services to any person or entity, directly or indirectly, (including as employee, independent contractor, consultant, principal, Agent, director, joint venture, partner, trustee, beneficiary), where such work or services are similar to those provided by you to the Company.
- You shall not either directly or indirectly engage with any of the suppliers, service providers of the Company or earn any separate profit or interest from them. You are also prohibited to receive any kind of benefit in cash or kind directly or indirectly from any of the vendors / service providers, customers or any other person who were dealing with the Company.

Registered Office: 402, 4th Floor, Swagat Building, C.G Road, Ahmedabad-380009

Phone: +91-9504154154

Email: hr@trip-cart.com / care@trip-cart.com

LLP IDN: AAS-5608



Compensation & Deductions:

- All experienced employees are entitled to achieve the given set of targets on monthly basis in order to get the complete compensation.
- The Company strictly follows " **No Sale, No Salary** " Policy, which is exempted during the first joining month. In case you fail to achieve the said targets your basic amount will be credited as salary. Salary distribution will be shared post joining by HR.
- Company ensures incentives to its employees for rewarding their outstanding performance. All incentive structure will be shared post training completion.
- As per the discussion a monthly compensation of **Rs. 18000/-** without any deduction (PF, TDS, ESI, etc...) will be provided for your services. After your confirmation, i.e six months applicable deductions like TDS, PF etc.. will be deducted if you opt for.

(Kindly submit a duly signed copy at your local office and send a scanned copy at hr@trip-cart.com)

Name:

Signature:

Date:

Stamp
& Seal

Registered Office: 402, 4th Floor, Swagat Building, C.G Road, Ahmedabad-380009

Phone: +91-9504154154

Email: hr@trip-cart.com / care@trip-cart.com

LLP IDN: AAS-5608



Subject: Appointment Letter TC/SLG/TCE14

Dear Santu Kumar Jana,

We would like to take this opportunity to extend our heartiest congratulations on your selection. By now your interactions with a number of our senior team members from Sales & Human Resources departments would have reinforced your decision to make your career with TripCart.

We now invite you to join us, where you would get an opportunity to know about your roles, our culture and our system. Your team leaders will assist you in this.

Kindly note that your offer with TripCart would be subject to your successful completion of the Training Programme. You would also need to submit a "Medically Fit" certificate with a govt registered doctor's signature.

We are enclosing some of the guidelines, to facilitate your working with us.

Wishing you all the best.

From **TripCart Tours & Travels India LLP**

Ved Anand
Founder
Encl - as above



Designation – Travel Consultant (Dept-Sales)

DOJ- 23\08\2021

Annexure 1 :

- All employees must have their **own laptop**, which has to be used for work.
- The Management may change your roles & responsibilities for work, at its discretion as it may consider necessary from time to time. The Company works in a 24*7 environment, and accordingly your shift timings will be based on process / program requirements from time to time.
- **Probation period**- 6 Months from the date of joining. However it is liable to change according to your performance. Resignation under this period won't be accepted.
- **Holidays**- All Sundays. Other holiday list will be shared later as per Standard Holiday List of India.
- **Working days & Hours** - Monday to Saturday, 10 am- 6 pm (Will vary as per local guidelines incase you are entitled to work from office). Need to complete 8 hrs per day. However, you will also be required to avail yourself outside these stipulated hours if the need arises.

Registered Office: 402, 4th Floor, Swagat Building, C.G Road, Ahmedabad-380009

Phone: +91-9504154154

Email: hr@trip-cart.com / care@trip-cart.com

LLP IDN: AAS-5608



Leave Policy :

- **During Probation:** 4 Casual leaves and 4 Sick leaves till 6 months. Not more than 2 leaves in a month. CL if not approved will be counted as LOP. All leaves to be informed via mail 24 hrs before.
- **After confirmation:** Casual Leave (CL) - 12 days/ annum, can be availed with a maximum period of 2 days at a stretch. Sick Leave (SL) - 6 days/annum, need medical certificate to avail, SL cannot be clubbed with CL.
- Absence for a continuous period of six days without prior approval of your superior (including overstay of leave / training), would automatically terminate your services without any notice or intimation unless the Management communicates in writing to the contrary.



Notice Period :

- Your employment / services will be governed by Company's rules and regulations applicable from time to time. If the Company is not satisfied with your performance on any account, the Company reserves the right to terminate your employment with a notice of One month(s) or by paying proportionate gross salary (excluding variable) in lieu of any short notice. This, in no way, limits the Company's right to terminate your employment without notice in the event of serious misconduct which include, committing a criminal offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to the Company's reputation etc. The Company also reserves the right to terminate your employment without cause, with a notice of One month(s) or by paying proportionate gross salary (excluding variable) in lieu of any short notice.
- If you wish to terminate your employment with the Company, you shall be required to serve minimum of 60 days of notice or pay proportionate gross salary (excluding variable) in lieu of any short notice to the Company, subject to management approval on the same.
- The Company may however, in its sole discretion, waive off the notice period, in full or in part, without assuming any liability to compensate you in respect of the period so waived.

On termination of employment you shall immediately:

- Deliver to the Company or as may be directed, all Confidential Information; and return to the Company all equipment, security keys, and other property belonging to the Company.

Registered Office: 402, 4th Floor, Swagat Building, C.G Road, Ahmedabad-380009

Phone: +91-9504154154

Email: hr@trip-cart.com / care@trip-cart.com

LLP IDN: AAS-5608



- The employee agrees that in the event of any termination of his/her employment with the employer for any reason, within one year from the date of his/her joining the Company, the employee shall be liable to forthwith refund the relocations charges, joining bonus, notice buyout, brokerage or any other costs borne by the Company for the employee towards additional benefits.
- Employee agrees that in the event of any default in said refund, the Company shall be entitled to recover full or part of the said amount as it may deem fit from any salary/bonus/incentives payable to the employee post termination in addition to its rights to proceed with recovery claims against such employee if the amount is not fully recovered when due at the cost of the employee.
- If your conduct, attendance, performance during the tenure of your employment is found to be unsatisfactory, management reserves its right to terminate your employment.

Alternative Employment :

- You are restricted from accepting any other employment or carry on any other commercial activity while employed with the Company, without our prior specific written approval.
- While employed with the Company, you shall not perform such work or provide such services to any person or entity, directly or indirectly, (including as employee, independent contractor, consultant, principal, Agent, director, joint venture, partner, trustee, beneficiary), where such work or services are similar to those provided by you to the Company.
- You shall not either directly or indirectly engage with any of the suppliers, service providers of the Company or earn any separate profit or interest from them. You are also prohibited to receive any kind of benefit in cash or kind directly or indirectly from any of the vendors / service providers, customers or any other person who were dealing with the Company.

Registered Office: 402, 4th Floor, Swagat Building, C.G Road, Ahmedabad-380009

Phone: +91-9504154154

Email: hr@trip-cart.com / care@trip-cart.com

LLP IDN: AAS-5608



Compensation & Deductions:

- All experienced employees are entitled to achieve the given set of targets on monthly basis in order to get the complete compensation.
- The Company strictly follows " **No Sale, No Salary** " Policy, which is exempted during the first joining month. Incase you fail to achieve the said targets your basic amount will be credited as salary. Salary distribution will be shared post joining by HR.
- Company ensures incentives to it's employees for rewarding their outstanding performance. All incentive structure will be shared post training completion.
- As per the discussion a monthly compensation of **Rs. 18000/-** without any deduction(PF,TDS,ESI, etc...) will be provided for your services. After your confirmation, i.e six months applicable deductions like TDS, PF etc.. will be deducted if you opt for.

(Kindly submit a duly signed copy at your local office and send a scanned copy at hr@trip-cart.com)

Name:

Signature:

Date:

Stamp
& Seal

Registered Office: 402, 4th Floor, Swagat Building, C.G Road, Ahmedabad-380009

Phone: +91-9504154154

Email: hr@trip-cart.com / care@trip-cart.com

LLP IDN: AAS-5608



Subject: Appointment Letter TC/SLG/TCE22

Dear Sneha Das ,

We would like to take this opportunity to extend our heartiest congratulations on your selection. By now your interactions with a number of our senior team members from Sales & Human Resources departments would have reinforced your decision to make your career with TripCart.

We now invite you to join us, where you would get an opportunity to know about your roles , our culture and our system. Your team leaders will assist you in this.

Kindly note that your offer with TripCart would be subject to your successful completion of the Training Programme. You would also need to submit a "Medically Fit" certificate with a govt registered doctor's signature.

We are enclosing some of the guidelines, to facilitate your working with us.

Wishing you all the best.

From **TripCart Tours & Travels India LLP**

Ved Anand
Founder
Encl - as above



Designation – Marketing

DOJ- 23\08\2021

Annexure 1 :

- All employees must have their **own laptop**, which has to be used for work.
- The Management may change your roles & responsibilities for work, at its discretion as it may consider necessary from time to time. The Company works in a 24*7 environment, and accordingly your shift timings will be based on process / program requirements from time to time.
- **Probation period**- 6 Months from the date of joining. However it is liable to change according to your performance. Resignation under this period won't be accepted.
- **Holidays**- All Sundays. Other holiday list will be shared later as per Standard Holiday List of India.
- **Working days & Hours** - Monday to Saturday, 10 am- 6 pm (Will vary as per local guidelines incase you are entitled to work from office). Need to complete 8 hrs per day. However, you will also be required to avail yourself outside these stipulated hours if the need arises.

Registered Office: 402, 4th Floor, Swagat Building, C.G Road, Ahmedabad-380009

Phone: +91-9504154154

Email: hr@trip-cart.com / care@trip-cart.com

LLP IDN: AAS-5608



Leave Policy :

- **During Probation:** 4 Casual leaves and 4 Sick leaves till 6 months. Not more than 2 leaves in a month. CL if not approved will be counted as LOP. All leaves to be informed via mail 24 hrs before.
- **After confirmation:** Casual Leave (CL) - 12 days/ annum, can be availed with a maximum period of 2 days at a stretch. Sick Leave (SL) - 6 days/annum, need medical certificate to avail, SL cannot be clubbed with CL.
- Absence for a continuous period of six days without prior approval of your superior (including overstay of leave / training), would automatically terminate your services without any notice or intimation unless the Management communicates in writing to the contrary.



Notice Period :

- Your employment / services will be governed by Company's rules and regulations applicable from time to time. If the Company is not satisfied with your performance on any account, the Company reserves the right to terminate your employment with a notice of One month(s) or by paying proportionate gross salary (excluding variable) in lieu of any short notice. This, in no way, limits the Company's right to terminate your employment without notice in the event of serious misconduct which include, committing a criminal offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to the Company's reputation etc. The Company also reserves the right to terminate your employment without cause, with a notice of One month(s) or by paying proportionate gross salary (excluding variable) in lieu of any short notice.
- If you wish to terminate your employment with the Company, you shall be required to serve minimum of 60 days of notice or pay proportionate gross salary (excluding variable) in lieu of any short notice to the Company, subject to management approval on the same.
- The Company may however, in its sole discretion, waive off the notice period, in full or in part, without assuming any liability to compensate you in respect of the period so waived.

On termination of employment you shall immediately:

- Deliver to the Company or as may be directed, all Confidential Information; and return to the Company all equipment, security keys, and other property belonging to the Company.

Registered Office: 402, 4th Floor, Swagat Building, C.G Road, Ahmedabad-380009

Phone: +91-9504154154

Email: hr@trip-cart.com / care@trip-cart.com

LLP IDN: AAS-5608



- The employee agrees that in the event of any termination of his/her employment with the employer for any reason, within one year from the date of his/her joining the Company, the employee shall be liable to forthwith refund the relocations charges, joining bonus, notice buyout, brokerage or any other costs borne by the Company for the employee towards additional benefits.
- Employee agrees that in the event of any default in said refund, the Company shall be entitled to recover full or part of the said amount as it may deem fit from any salary/bonus/incentives payable to the employee post termination in addition to its rights to proceed with recovery claims against such employee if the amount is not fully recovered when due at the cost of the employee.
- If your conduct, attendance, performance during the tenure of your employment is found to be unsatisfactory, management reserves its right to terminate your employment.

Alternative Employment :

- You are restricted from accepting any other employment or carry on any other commercial activity while employed with the Company, without our prior specific written approval.
- While employed with the Company, you shall not perform such work or provide such services to any person or entity, directly or indirectly, (including as employee, independent contractor, consultant, principal, Agent, director, joint venture, partner, trustee, beneficiary), where such work or services are similar to those provided by you to the Company.
- You shall not either directly or indirectly engage with any of the suppliers, service providers of the Company or earn any separate profit or interest from them. You are also prohibited to receive any kind of benefit in cash or kind directly or indirectly from any of the vendors / service providers, customers or any other person who were dealing with the Company.

Registered Office: 402, 4th Floor, Swagat Building, C.G Road, Ahmedabad-380009

Phone: +91-9504154154

Email: hr@trip-cart.com / care@trip-cart.com

LLP IDN: AAS-5608



Compensation & Deductions:

- All experienced employees are entitled to achieve the given set of targets on monthly basis in order to get the complete compensation.
- The Company strictly follows " **No Sale, No Salary** " Policy, which is exempted during the first joining month. In case you fail to achieve the said targets your basic amount will be credited as salary. Salary distribution will be shared post joining by HR.
- Company ensures incentives to its employees for rewarding their outstanding performance. All incentive structure will be shared post training completion.
- As per the discussion a monthly compensation of **Rs. 18000/-** without any deduction (PF, TDS, ESI, etc...) will be provided for your services. After your confirmation, i.e six months applicable deductions like TDS, PF etc.. will be deducted if you opt for. The compensation will change based on your performance.

(Kindly submit a duly signed copy at your local office and send a scanned copy at hr@trip-cart.com)

Name:

Signature:

Date:

Stamp
& Seal

Registered Office: 402, 4th Floor, Swagat Building, C.G Road, Ahmedabad-380009

Phone: +91-9504154154

Email: hr@trip-cart.com / care@trip-cart.com

LLP IDN: AAS-5608



Subject: Appointment Letter TC/SLG/TCE19

Dear Suraj Kumar Jha,

We would like to take this opportunity to extend our heartiest congratulations on your selection. By now your interactions with a number of our senior team members from Sales & Human Resources departments would have reinforced your decision to make your career with TripCart.

We now invite you to join us, where you would get an opportunity to know about your roles, our culture and our system. Your team leaders will assist you in this.

Kindly note that your offer with TripCart would be subject to your successful completion of the Training Programme. You would also need to submit a "Medically Fit" certificate with a govt registered doctor's signature.

We are enclosing some of the guidelines, to facilitate your working with us.

Wishing you all the best.

From **TripCart Tours & Travels India LLP**

Ved Anand
Founder
Encl - as above



Designation – Travel Consultant (Dept-Sales)

DOJ- 23\08\2021

Annexure 1 :

- All employees must have their **own laptop**, which has to be used for work.
- The Management may change your roles & responsibilities for work, at its discretion as it may consider necessary from time to time. The Company works in a 24*7 environment, and accordingly your shift timings will be based on process / program requirements from time to time.
- **Probation period**- 6 Months from the date of joining. However it is liable to change according to your performance. Resignation under this period won't be accepted.
- **Holidays**- All Sundays. Other holiday list will be shared later as per Standard Holiday List of India.
- **Working days & Hours** - Monday to Saturday, 10 am- 6 pm (Will vary as per local guidelines incase you are entitled to work from office). Need to complete 8 hrs per day. However, you will also be required to avail yourself outside these stipulated hours if the need arises.

Registered Office: 402, 4th Floor, Swagat Building, C.G Road, Ahmedabad-380009

Phone: +91-9504154154

Email: hr@trip-cart.com / care@trip-cart.com

LLP IDN: AAS-5608