



Corporate Office: 1401-1411, 14th Floor, Logix City Center,
Sector-32, Noida-201301 (U.P.)
Tel. : 0120- 6013232

February 18, 2021

RUCHIKA KUMARI
J-1901, Amrapali
Platinum, Sector 119,
Noida, Uttar
Pradesh, 201301

Dear Ms. Ruchika,

Subject: Engagement as Telecaller

Pursuant to our recent discussion/meeting, DFM Foods Limited hereby offers to engage you as Telecaller on the following terms & conditions:

1. Broad & Indicative Scope of Work not limited to the following:

Calling Sales Automation Users for Following

- Listening & Understanding of Customer / Consumer queries
- Getting required information from users
- Guiding App Users concerns telephonically
- Communicating various plans to increase involvement
- Expected effective 40 to 50 calls per working day

Report Preparation & sharing on calls made as per given format by EOD

2. Standard & terms of Services

You shall provide the services set out herein above diligently and honestly, in a professional and responsible manner, on a **full time basis working from our Head Office (HO) based out of Noida, on all the working days**. The quality of your performance shall be of the highest standards and to the complete satisfaction of the Company. Towards this end, you shall not engage yourself or take up employment with any other company, person or entity during your engagement, which is in conflict of interest to DFM Foods Limited. You shall render the services yourself and shall not delegate them to any sub-agent or third person.

3. Consideration

- (a) For proper and timely rendering of the services set out herein above, the Company shall pay you a **retainer fee of Rs. 17,000/- (Rupees Fifteen Thousand only) plus Rs. 3000/- (Performance based incentive on meeting above mentioned scope of work) plus service tax** for all days of work every month. You shall follow the weekly offs and National festival holidays as applicable to our regular full time employees, and the above compensation includes these weekly off and national & festival holidays.

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VENKATESH

Digital Signatory
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4. Taxes

You shall be liable for payment of all taxes arising in relation to payments made to you. The Company shall have the right to deduct tax at source prior to making any payment. The GST applicable, will be in addition to the consideration mentioned above as per clause 3.

5. Term of Engagement

Your engagement by the Company is for a term of 2 months, commencing from **February 19, 2021 till April 18, 2021**. The Company may, in its discretion, renew the engagement for such further period as the Company may specify. Unless renewed, this engagement shall stand automatically terminated on the expiry of the said period. **This engagement can also be terminated before the expiry of the said term by either side by giving a prior written notice of 15 days without assigning any reasons whatsoever.**

6. Confidentiality

- (a) You shall keep as secret and confidential all disclosures made to you pertaining to the business operations and trade practices of the Company or otherwise in connection with the rendering of services by you and shall not disclose any of it, directly or indirectly, to any third party at any time, without the prior written consent of the Company.
- (b) You shall use the disclosed information solely for the purpose of rendering the services assigned to you and not for any other purpose.
- (c) In the event of the expiry or earlier termination of your engagement, all confidential written information in your possession shall be immediately returned to the Company.

7. Conflict of Interest

- (a) You undertake that at the time of entering into this engagement, you are not occupying or involved in any position, relationship or transaction which puts you in a position of real or apparent conflict with the interests of the Company.
- (b) You shall not, in the course of rendering of your services or otherwise, enter into any position, relationship or undertake any transaction which may put you in a position of real or apparent conflict with the interests of the Company.
- (c) During the term of your engagement with the Company, you shall not take any action or undertake any activity that is in competition with the activities of the Company

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8. Company Property

You shall take proper care of any Company property that may be given to you in connection with the rendering of services by you. In the event of the expiry or earlier termination of your engagement, you shall forthwith return all Company property in your possession.

9. Hours of Work

You consideration paid as per clause 3 shall be computed based on the calculation that 1 day of work constitutes 8 hours.

10. Indemnity

You shall be liable to the Company for any loss or damage caused to the Company as a result of any negligence, omission, default, misconduct, unlawful, wrongful or dishonest act on your part in the course of your rendering services to the Company. Your liability to the Company on this account shall be to the extent of fee paid during your contract tenure and will survive the expiry or termination of your engagement by the Company.

11. Independent Contractor

You shall render services to the Company purely as an independent contractor. Your engagement by the Company is purely contractual basis and does not create nor shall be deemed to create any employer-employee relationship between the Company and you. The Company shall incur no liability in this regard. Nothing under this engagement or in the arrangements hereby contemplated shall constitute you as an employee, servant or workman of the Company. You shall not be entitled to nor shall you demand any benefit or perquisite from the Company to which the Company's employees, whether confirmed, regular or casual, are or may be entitled.

12. Effect of this Letter

This letter supersedes any earlier agreement or arrangement, whether written or oral, entered into between the Company and you.

13. False Particulars

You are being engaged by the Company on the basis of information and particulars that you have provided to the Company. In case they are found to be false or incorrect in whole or in part, this engagement shall be treated as void abinitio and shall be terminated forthwith without any notice or fee in lieu thereof.

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14. Fitness

This engagement and its continuance are subject to your being found and remaining physically and mentally fit.

15. Acceptance

Your signature on this letter shall amount to your unconditional acceptance of the terms and conditions contained herein.

The Company reserves its right to add to, alter, amend or vary the foregoing terms and conditions as and when found necessary.

You are requested to confirm your acceptance of your engagement by the Company on the above terms and conditions by signing the duplicate copy of this letter on all the pages and returning the same to us.

Signature

Signature

MADABOSI
SREENIVASAN
VENKATESH

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MADABOSI
SREENIVASAN
VENKATESH
Date: 2021.02.18
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M.S.Venkatesh
Chief Human Resource Officer
DFM Foods. Ltd