

Oct 05, 2019

Mr. Pravin Sambhaji Bhivsane At/Post- Lohara, Tal- Pachora, Dist- Jalgaon 424201.

Dear Pravin Sambhaji Bhivsane

We are pleased to make an eiffer to you for the position of Group Relationship Officer in Business Department at IDFC First Bharat Limited, a wholly owned subsidiary & business correspondent of IDFC First Bank Limited. You shall join the Company on or before Oct 14<sup>th</sup>, 2019. Three months from the date of joining will be considered as Probation period. During your probation period you are entitled for Rs 11,305/- (Eleven Thousand Three Hundred and Five Rupees only) monthly Gross. Your current posting will be at Khamgaon Branch (H No 2, Ghatpurt Road, Savane Layout, Saraswati Nagar, Near Water Tank, Khamgaon, Bhuldana-444303)

The details of other terms and conditions of your employment are enclosed herewith as following:

- · Annexure: A [Terms & Conditions of employment]
- . Annexure: B [Code of Conduct]
- · Annexure: C [Compensation Details]

All the Annexure mentioned above shall form a part and parcel of this letter. If the terms and conditions of appointment enumerated in this letter, including its annexure are acceptable to you, please confirm your acceptance by signing on the duplicate copy of this letter and return it to the Company HR within one week of the date of this letter. In case no confirmation is received within the above mentioned period this offer shall be deemed to have been withdrawn.

You are required to submit the following documents, at the time of joining;

- Certificates in support of your educational / professional qualifications, Aadhar Card and other testimonials with copies thereof.
- ii) Certificates in support of your previous employment (if any).
- iii) Three copies of your recent passport size photographs (in color).

During your probation period, if your performance is not up to the expected standards, your probation period may be extended, further employment may be terminated, if deemed necessary, at the discretion of the management.

Please note that you are required to keep the remuneration / benefits offered to you strictly confidential and not to share information regarding the same with anyone. This offer will become null & void if your background verification is not satisfactory.

Congratulations. We look forward for a long, successful and pleasant association with the IDFC First Bharet Limited!!!

Sincerely yours,

For IDFC First Bharat Limited

Subramarilan M. V.

MD & CEO

Sign Acceptance

Name: Provin Sambhaji Bhiusane

Date: 05-10-2019

IDFC FIRST Bharat Limited
(Formerly IDFC Bharat Limited), Business correspondent of IDFC FIRST Bank
Registered Office: No. 9, Parlpootina Towers, Manoranjitham Street, Annamatal Nagar, Tkuchirapalii 620 018 Tel: +91 431 4500000 Fel:
CIN: U65929TN2003PLC050856 Email: sampark@idicfirstbharat.com Website; www.kdcfirstbharat.com

PRINCIPAL
Appasaheb R.B.Garud Art's
Commerce & Science College,
Shendurni- 42420a Tal-Jamner
Dist- Jalgaon (M.S.)

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# Annexure:C

# **COMPENSATION DETAILS**

Employee Name	Pravin Sambhaji Bhivsane
Grade	Assistant
Department	Business
Location	Khamgaon Branch, Maharashtra

Particular	· ·	Contract of the Contract of th
Basic	Monthly	
DA	4,828	57,936
HRA	1,448	17,376
	1,448	17,376
CCA	724	8,690
Special	265	3,177
Statutory Bonus	942	11,305
Field Base Allowance	1,650	19,800
Monthly Gross		115,860
EPF	1,282	15,384
ESI	537	5,444
Gratuity	303	3,636
Total CTC	13,427	141,324

## Note

- \* Insurance premium is contributed by the company towards employee's life,accident and medical insurance. This is a notional premium amount and is not paid in cash to the employee.
- \* Statutory deductions such as Provident Fund, Employee State Insurance and Professional Tax as applicable will be deducted from the gross earnings
- \* Gratuity will be applicable as per the payment of gratuity act
- \* \* CCA is based on Area Type of placement location
- \* Any allowance in addition to the above components will be provided as per policy
- \* Field Base Allowance is base of incentives and will be deducted in total every month

Subramanian M. V MD & CEO QST Bharashtra CO MANARASHTRA CO TO THE CO

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PRINCIPAL
Appasaheb R.B.Garud Art's
Commerce & Science College,
Shendurni- 42420a Tal-Jamner
Dist- Jalgaon (M.S.)



# OFFER OF EMPLOYMENT

IDFC/HR/30 July 118

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Mr. Nilesh Rameshvar Patil

Alp Bilwadi, Taluka Jamner

District - jalgaon- 424204

Dear Mr. Nilesh Rameshvar Patil

With reference to the interview held on 30 July . 18 , we are pleased to appoint you as GROUP RELATIONSHIP OFFICER TRAINEE. Your appointment is provisional and you will be on probation for a minimum period of Three months from the date of joining. You are placed at the following branch of

IDFC Bharat Ltd

Aurangabad Cidco Branch

N-8 Near Bejrang chowk, opp omkar Gas agency Cidco Aurangabad

During your probation, you are entitled for a consolidated monthly supend of Rs. 8,000 (Rupees Eight thousand only). You are expected to join the duty on 06-08-18

If you accept this offer, kindly sign the duplicate copy of this offer letter and return the same to the Regional HR Manager, Kindly produce a photocopy of the offer letter to the Branch Manager for his/her records at the time of joining your duty.

Wishing you all success for your future andeavours

Thanking you.

Regards

Manoj Ripote

Acceptance

Name: Nilesh Rameshvar Patil

Date

23 - July -18

Date of Joining: 06- Aug - 18

Regional HR Manager

Maharashtra Region

Gc. Branch Manager Aurangabad Cidco Branch: ,IBL,

PRINCIPAL Appasaheb R.B.Garud Art's Commerce & Science College, Shendurni- 424204 Tal-Jamner Dist-Jalgaon (M.S.)

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# CONSTABLE (GD) IN CAPFS, NIA LIST-I: FEMALE CANDIDATES

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7159 7208755112 KARANDE SANCHITA RAJARAM 6 7160 7208755064 MATE ASHNINI VIKAS 2 7161 7208755792 ACHARYA DIKSHA TUKARAM 1 7162 7208755792 MANJULAKAR PRIYANKA SAHADEV 6 7163 720875764 PATIL SMITA SHIVAJI 9 7164 7208758168 LAMKHADE ANUTE 9 7165 7208758168 LAMKHADE ANUTE 9 7166 720875830 LIDIKA VISHNU BHAGAT 6 7167 720875830 LIDIKA VISHNU BHAGAT 6 7168 721470009 SALUNKE UJJWALA BHASKAR 7 7169 7214701138 WARULKAR MADHURI NIVRUTTI 6 7170 7214702472 PATIL SHUBHANGI SUNIL 6 7171 7214703117 CHAUDHARI HARSHALI SANJAY 6 7172 721470326 NAREKAR VIDYA KANTILAL 1 7173 7214703293 SMITA SATISH GAIKWAD 1 7174 7214705293 SMITA SATISH GAIKWAD 1 7175 7214707220 PATIL POOJA ASHOK 6 7176 7214709629 LAXMI DHAND CHAUDHARI 6 7177 7214709629 LAXMI DHAND CHAUDHARI 1 7179 8001006549 GODAVARI ALEKHYA 2 7180 800100693 SIRIGIRI BHARGAVI 9 7181 8001006809 YEDUM KUMARI 1 7182 800100693 SIRIGIRI BHARGAVI 9 7183 8001007597 ADDEPALLI SOWJANYA 1 7184 8001008262 PRATHIPATI HEMALATHA 1 7185 8001011047 A GAYATHRI 9 7186 8001010915 NANDIGAMA NEERAJA 1 7187 8001011087 A GAYATHRI 9 7188 8001011827 PAIDI DIVYA 1 7189 8001013030 KURAPATI JYOTHIRMAYI 1 7190 8003003152 THIMMANACHERLA BHARATHI 7 7191 8003003152 THIMMANACHERLA BHARATHI 7 7192 8003003553 PARADESHI SHASHI KALA 6 APPASSAHGER. 4 7194 8003005175 MULLA SHABBNA 7 7196 8003003152 THIMMANACHERLA BHARATHI 7 7197 8003003153 PARADESHI SHASHI KALA 6 APPASSAHGER. 4 7193 8003005175 MULLA SHABBNA	7158	7208753728	PAWAR MOHINI TANAJI	9
7160 7208755064 MATE ASHWINI VIKAS 2 7161 7208755792 ACHARYA DIKSHA TUKARAM 1 7162 7208755792 ACHARYA DIKSHA TUKARAM 1 7163 7208757506 MANJULAKAR PRIYANKA SAHADEV 6 7163 7208758031 KAMATE LAXMI SANTOSH 9 7164 7208758168 LAMKHADE ANDUR 9 7166 720875830	7159	7208754112	KARANDE SANCHITA RAJARAM	
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7163 7208757206 MANJULAKAR PRIYANKA SAHADEV 7163 7208757564 PATIL SMITA SHIVAJI 7164 7208758031 KAMATE LAXMI SANTOSH 7165 7208758168 LAMKHADE ANNITT 7166 7208758300 LLTIKA VISHNU BHAGAT 7167 7214702472 PATIL SHUBHANGI SUNIL 7170 7214701138 WARULKAR MADHURI NIVRUTTI 7170 7214702472 PATIL SHUBHANGI SUNIL 7171 7214703117 CHAUDHARI HARSHALI SANJAY 7172 7214703826 NAREKAR VIDYA KANTILAL 7173 7214703953 PAWABE KIRAN GULAB 7174 7214705293 SMITA SATISH GAIKWAD 7175 7214707220 PATIL POOJA ASHOK 7176 7214709629 LAXMI DHAWEL CHAUDHARI 7177 CHAUDHARI HARSHALI SANJAY 7178 8001006549 GODAVARI ALEKHYA 7180 8001006698 YEDDU KUMARI 7181 8001006698 YEDDU KUMARI 7182 8001006933 SIRIGIRI BHARGAVI 7183 8001007597 ADDEPALLI SOWJANYA 7184 8001008262 PRATHIPATI HEMALATHA 7185 8001011087 A GAYATHRI 7186 8001010915 NANDIGAMA NEERAJA 7187 8001011087 A GAYATHRI 7188 8001011827 PAIDI DIVYA 7189 8001011827 PAIDI DIVYA 7189 8001011827 PAIDI DIVYA 7180 800300819 NIMMALA JAYALAKSHMI 7191 8003003152 THIMMANACHERLA BHARATHI 7192 8003003553 PARADESHI SHASHI KALA 7193 8003004839 B HEMALATHA 7194 8003003553 PARADESHI SHASHI KALA 7195 8003004839 B HEMALATHA 7196 8003003553 PARADESHI SHASHI KALA 7197 8003003553 PARADESHI SHASHI KALA 7198 8003004839 B HEMALATHA 7199 8003003553 PARADESHI SHASHI KALA 7194 8003003553 PARADESHI SHASHI KALA 7195 8003004839 B HEMALATHA 7194 8003003553 PARADESHI SHASHI KALA 7195 8003004839 B HEMALATHA 7196 8003003553 PARADESHI SHASHI KALA 7197 8003003553 PARADESHI SHASHI KALA 7198 8003004839 B HEMALATHA 7199 8003003553 PARADESHI SHASHI KALA 7194 8003003553 PARADESHI SHASHI KALA 7195 8003004839 B HEMALATHA 7194 8003005175 MULLA SHABANA	7161	7208755792	ACHARYA DIKSHA TUKARAM	
7163 7208757564 PATIL SMITA SHIVAJI 7164 7208758031 KANATE LAXMI SANTOSH 7165 7208758168 LAMKHADE ANWITT 7166 7208758302 LIDIKA VISHNU BHAGAT 7167 7208758302 LIDIKA VISHNU BHAGAT 7168 7214700009 SALUNKE UJJWALA BHASKAR 7169 7214701138 WARULKAR MADHURI NIVRUTTI 7170 7214702172 PATIL SHUBHANGI SUNIL 7171 7214703117 CHAUDHARI HARSHALI SANJAY 7172 7214703826 NAREKAR VIDYA KANTILAL 7173 7214703953 PAWARE KIRAN GULAB 7174 7214705293 SMITA SATISH GAIKWAD 7175 7214707220 PATIL POOJA ASHOK 7176 7214709629 LAXMI DHANNI CHAUDHARI 7177 8001002913 TELLA SRINU KUMARI 7179 8001006549 GODAVARI ALEKHYA 7180 8001006989 YEDDU KUMARI 7181 800100699 YENUMULA PURNIMA 7182 8001006993 SIRIGIRI BHARGAVI 7183 8001007597 ADDEPALLI SOWJANYA 7184 8001008262 PRATHIPATI HEMALATHA 7185 800101143 GOLAMARI VENKATA BHAGYA LAKSHM 7186 800101087 A GAYATHRI 7187 800101087 A GAYATHRI 7188 8001011827 PAIDI DIVYA 7189 8001013030 KURAPATI JYOTHIRMAYI 7189 8003003152 THIMMANACHERLA BHARATHI 7190 8003000819 NIMMALA JAYALAKSHMI 7191 8003000819 NIMMALA JAYALAKSHMI 7192 8003003553 PARADESHI SHASHI KALA 7193 8003003553 PARADESHI SHASHI KALA 7194 8003005175 MULLA SHABANA	/162	7208757206	MANJULAKAR PRIYANKA SAHADEV	
7164 7208758031 KAMATE LAXMI SANTOSH 9 7165 7208758168 LAMKHADE ANVIT. 9 7166 7208758302	7163	7208757564	PATIL SMITA SHIVAJI	
7165 7208758168 LAMKHADE ANKITS 7166 7208758300 DELIKA VISHNU BHAGAT 7167 720470809 SALUNKE UJJWALA BHASKAR 7169 7214700138 WARULKAR MADHURI NIVRUTTI 6 7170 7214702472 PATIL SHUBHANGI SUNIL 7171 7214703117 CHAUDHARI HARSHALI SANJAY 7172 7214703826 NAREKAR VIDYA KANTILAL 7173 7214703953 PAWARE KIRAN GULAB 7174 7214705293 SMITA SATISH GALKWAD 7175 7214707220 PATIL POOJA ASHOK 7176 7214709629 LAXMI DHANDI CHAUDHARI 7177 7214709629 LAXMI DHANDI CHAUDHARI 7178 8001002913 TELLA SRINU KUMARI 7179 8001006549 GODAVARI ALEKHYA 7180 8001006698 YEDDU KUMARI 7181 8001006698 YEDDU KUMARI 7182 8001006933 SIRIGIRI BHARGAVI 7183 8001007597 ADDEPALLI SOWJANYA 7184 8001008262 PRATHIPATI HEMALATHA 7185 8001011043 GOLAMARI VENKATA BHAGYA LAKSHM 7186 800101043 GOLAMARI VENKATA BHAGYA LAKSHM 7187 8001011087 A GAYATHRI 7188 8001011087 A GAYATHRI 7198 8003003152 THIMMANACHERLA BHARATHI 7190 8003000819 NIMMALA JAYALAKSHMI 7191 8003003553 PARADESHI SHASHI KALA 7193 8003003553 PARADESHI SHASHI KALA 7194 80030035175 MULLA SHABANA 7194 80030035175 MULLA SHABANA 7194 80030035175 MULLA SHABANA	7164	7208758031	KAMATE LAXMI SANTOSH	
7166 7208758302 JUDIKA VISHNU BHAGAT 7167 7204758547 RANUBAI VITTHAL MANCHARE 7168 7214700009 SALUNKE UJJWALA BHASKAR 7169 7214701138 WARULKAR MADHURI NIVRUTTI 7170 7214702472 PATIL SHUBHANGI SUNIL 7171 7214703117 CHAUDHARI HARSHALI SANJAY 7172 7214703826 NAREKAR VIDYA KANTILAL 7173 7214703953 PAWARE KIRAN GULAB 7174 7214705293 SMITA SATISH GAIKWAD 7175 7214707220 PATIL POOJA ASHOK 7176 7214709629 LAXMI DHANNI CHAUDHARI 7177 7214709629 LAXMI DHANNI CHAUDHARI 7178 8001002913 TELLA SRINU KUMARI 7179 8001006549 GODAVARI ALEKHYA 7180 8001006698 YEDDU KUMARI 7181 8001006933 SIRIGIRI BHARGAVI 7182 8001006933 SIRIGIRI BHARGAVI 7183 8001007597 ADDEPALLI SOWJANYA 7184 8001008262 PRATHIPATI HEMALATHA 7185 8001011043 GOLAMARI VENKATA BHAGYA LAKSHM 7186 800101043 GOLAMARI VENKATA BHAGYA LAKSHM 7187 8001011087 A GAYATHRI 7188 8001011087 A GAYATHRI 7189 8001013030 KURAPATI JYOTHIRMAYI 7190 8003000819 NIMMALA JAYALAKSHMI 7191 8003003152 THIMMANACHERLA BHARATHI 7192 8003003553 PARADESHI SHASHI KALA 7193 8003004839 B HEMALATHA 7194 8003005175 MULLA SHABANA	7165	7208758168	LAMKHADE ANKITA	
7167 7214700009 SALUNKE UJJWALA BHASKAR 7169 7214701138 WARULKAR MADHURI NIVRUTTI 6 7170 7214702472 PATIL SHUBHANGI SUNIL 6 7171 7214703117 CHAUDHARI HARSHALI SANJAY 6 7172 7214703826 NAREKAR VIDYA KANTILAL 1 7173 7214703953 PAWARE KIRAN GULAB 2 7174 7214705293 SMITA SATISH GAIKWAD 1 7175 7214707220 PATIL POOJA ASHOK 6 7176 7214709629 LAXMI DHAND CHAUDHARI 6 7177 7214709629 LAXMI DHAND CHAUDHARI 6 7177 7214709629 LAXMI DHAND CHAUDHARI 1 7179 8001006549 GODAVARI ALEKHYA 2 7180 8001006698 YEDDU KUMARI 1 7181 8001006809 YENUMULA PURNIMA 6 7182 8001006933 SIRIGIRI BHARGAVI 9 7183 8001007597 ADDEPALLI SOWJANYA 1 7184 8001008262 PRATHIPATI HEMALATHA 1 7185 8001011043 GOLAMARI VENKATA BHAGYA LAKSHM 9 7186 8001011087 A GAYATHRI 9 7188 8001011087 A GAYATHRI 9 7189 8001013030 KURAPATI JYOTHIRMAYI 1 7190 8003003152 THIMMANACHERLA BHARATHI 7191 8003003152 THIMMANACHERLA BHARATHI 7192 8003003553 PARADESHI SHASHI KALA 7193 8003004839 B HEMALATHA 7194 8003005175 MULLA SHABANA 7195 8003005175 MULL	7166	7208758303	LUNIKA VISHNU BHAGAT	
7168 7214700009 SALUNKE UJJWALA BHASKAR 7169 7214701138 WARULKAR MADHURI NIVRUTTI 7170 7214702472 PATIL SHUBHANGI SUNIL 7171 7214703117 CHAUDHARI HARSHALI SANJAY 7172 7214703826 NAREKAR VIDYA KANTILAL 7173 7214703953 PAWARE KIRAN GULAB 7174 7214705293 SMITA SATISH GAIKWAD 7175 7214707220 PATIL POOJA ASHOK 7176 7214709629 LAXMI DHANN CHAUDHARI 7177	7167		RANUBAI VITTHAL MANCHARE	
7169 7214701138 WARULKAR MADHURI NIVRUTTI 7170 7214702472 PATIL SHUBHANGI SUNIL 7171 7214703117 CHAUDHARI HARSHALI SANJAY 7172 7214703953 PAWARE KIRAN GULAB 7173 7214703953 PAWARE KIRAN GULAB 7174 7214705293 SMITA SATISH GAIKWAD 7175 7214707220 PATIL POOJA ASHOK 7176 7214709629 LAXMI DHAWN CHAUDHARI 7177 7214709629 LAXMI DHAWN CHAUDHARI 7178 8001002913 TELLA SRINU KUMARI 7179 8001006549 GODAVARI ALEKHYA 7180 8001006698 YEDDU KUMARI 7181 8001006698 YEDDU KUMARI 7182 8001006933 SIRIGIRI BHARGAVI 7183 8001007597 ADDEPALLI SOWJANYA 7184 8001008262 PRATHIPATI HEMALATHA 7185 8001010143 GOLAMARI VENKATA BHAGYA LAKSHM 7186 8001010143 GOLAMARI VENKATA BHAGYA LAKSHM 7187 8001011087 A GAYATHRI 7188 8001011087 A GAYATHRI 7189 80010101087 A GAYATHRI 7190 8003000819 NIMMALA JAYALAKSHMI 7191 8003003553 PARADESHI SHASHI KALA 7193 8003004839 B HEMALATHA 7194 8003005175 MULLA SHABANA	7168	7214700009	SALUNKE UJJWALA BHASKAR	
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7177	7176	7214709629	LAXMI DHAND CHAUDHARI	
7178 8001002913 TELLA SRINU KUMARI 7179 8001006549 GODAVARI ALEKHYA 2 7180 8001006698 YEDDU KUMARI 7181 8001006809 YENUMULA PURNIMA 6 7182 8001006933 SIRIGIRI BHARGAVI 9 7183 8001007597 ADDEPALLI SOWJANYA 1 7184 8001008262 PRATHIPATI HEMALATHA 7185 8001010143 GOLAMARI VENKATA BHAGYA LAKSHM 9 7186 8001010915 NANDIGAMA NEERAJA 1 7187 8001011087 A GAYATHRI 9 7188 8001011827 PAIDI DIVYA 1 7189 8001013030 KURAPATI JYOTHIRMAYI 7190 8003000819 NIMMALA JAYALAKSHMI 7191 8003003152 THIMMANACHERLA BHARATHI 7192 8003003553 PARADESHI SHASHI KALA 7193 8003004839 B HEMALATHA 7194 8003005175 MULLA SHABANA 6 Appasaheb R. Commerce & Schendurni-424	7177	700002	DEPT NISHA DNYANESHWAR	6
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नाचणखंडा, ता. जामनर गेथील शुभां गी सुनील पाटील हो नरणो अंदुर्णी वेथील

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गठड महाविद्यालयात्न वी.एस्सी. झाली. काका आयटीबीपीमध्ये तर आजोबा पोलिस उपनिगेक्षक होते. यमळे खांची प्रधार

होती. तसेच वदांचे आकर्षणही होते लहानाणी आगीत जाणवाचे स्वाम होते तो क्रमालाच घावरत नाहर, याहरू

भरतीत एसपासदी चित्रहरू

### JOB OFFER COMPANY: IHARABRAS S/A INDÚSTRIAS QUIMBCAS PROPOSED POSITION: JUNIOR TECHNOLOGY RESEARCHER CANDIDATE NAME AMOL WAGH BUSINESS NAME: lease inform the business name you ಹಟ್ಟಿಸಿ ಜಿಂಟಾಂ ಪ್ ಔHARA, this name will be used on business cards, name tags, e-mail, etc. DEPARTAMENT: TECHNOLOGY OFFER DATE: terça-feira, 23 de junho de 2020



IHARABRAS S / A INDÚSTRIAS QUÍMICAS presents you the julis effer according to the conditions listed below.

After your acceptance, your admission will be completed after delivery of all documents relevant to the process. This proposal is considered confidential for personal and exclusive use by the contracting company and cannot be disclosed or shared with third parties, valid only for the candidate defined in the proposal.

Main Expected Results and Job Responsibilities;
Perform bibliographic research in national and international technical publications, checking the existence of probability.

port in Developing projects (formulations, synthesis, raw material, packaging, biotechnology and proces

Perform project steps with other researchers and assistants in conducting and evaluating projects; Search differential that bring improvements in processes and products, new and / or modernizations;

Executing the technology transfer process from bench scale to pilot production on industrial scale;

Participation in product committees;

Participation in periodic meetings with the Marketing area and / or Board of Directors;

Perform technology transfer for processes and production; Give support to Production area, when necessary;

Participation in Daily Safety Dialogs;

Participation in monthly sectoral meetings;

Chemical Evaluation of products;

eek partnerships with technology centers, alming at new concepts or improvement of products and / or processes

Position of immediate superio

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P	LR payment		1	75.000	4,80	1.20	5,00 6,00	1,50	80%	20%	

# BENEFITS

ealth Insurance: UNIMED extended to dependents - IHARA subsidy of 80% of the cost (employee cost is 20%)

ental Assistance: UNIODONTO extended to dependents (80% IHARA cost) - (employee cost is 20%)

P	'n	va	te	P	el	15	ion:	

1.0 (collaborated) x 1.0 (IHARA) limited to 7% \* contribution of IHARA.

I am aware that the contribution to Social Security is compulsory. I will contribute within the range of 3% to 7% of my salary being aware that IHARA will contribute with the additional ones as defined. The contribution percentage will be \_

Withdrawal: the vesting rule for the withdrawal of the Company will be used according to the table:

Obs .: Dangerousness is not an integral part of Private Pension.

BINDING TIME WITH THE INSTITUTOR	% OF THE INSTITUTING ACCOUNT CONTRIBUTIONS BALANCE
Up to 04 incomplete years	0% (zero percent)
From 04 complete years to 07 incomplete years	10% (tem percent)
From 07 complete years to 10 incomplete years	20% twenty percent)
From 10 complete years to 13 incomplete years	30% (thirthy percent)
From 13 complete years to 16 incomplete  years	40% (forthy percent)
From 16 complete years to 19 incomplete  Years	50% (fifty percent)
From 19 complete years to 22 incomplete years	60% (sixty percent)
From 22 complete years to 25 incomplete years	70% (seventy percent)
Up to 25 years complete years	80% (eighty percent)

36 x base salary (with membership in the Life insurance: pension plan) -100% IHARA cost

Food Voucher: 250,00 (monthly)

Restaurant: Company cafeteria, discount according to salary range.

GURI - Grêmio IHARA

1/2% of the salary amount, limited to the amount of R \$ 73.92 (Inclusion in the PGB). The contribution is compulsory, being aware of the discount.

Pharmacy	SESI		ded by the company.				
Optics							
SUBSIDIES School supplies:	New York					ONDARY EDUC	
Rental car or fleet: accord	R\$ 20 ling to availability (period months): 100% su	65,00 (Yearly) Portu				STATE	
lotel or apartament rent (6	months):	of 5 months) Portu	gues Classes (1 year	period) : 100%			15/3
THERS	100% st	ubsidy IHARA Air tic	Uage (After 1 year at I ket (limit of 2 year pe	period) : 100% subsidy of IHARA HARA) : 50% (limit of R\$ 150,00)		[\$ \$  E - 300	3 19
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