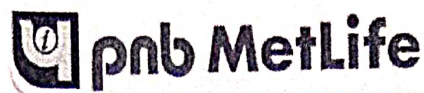


5.2.2.2

2017 Pass out

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15-Jan-2019

Himanshu suri
Jammu

Dear Himanshu,

Congratulations!!! With reference to your application and subsequent discussions, we are pleased to offer you an appointment with PNB MetLife India Insurance Co Ltd., as per the following terms:

1	Designation	Cluster Relationship Manager - Bancassurance
2	Grade	9S
3	Total Fixed Pay	INR 150000 p.a. (Rupees 150000 only) inclusive of all taxable and non-taxable emoluments, allowances, perquisites, benefits and statutory contributions
5	Incentives	You would be eligible to participate in the various Sales Incentive plan, as applicable, in a given financial year, by the Company in its sole discretion and in keeping with its policies
7	Date of Joining	On or before 30-jan-2019
8	Place of Work	Jammu

PROBATION

You shall be in probation for the initial six (6) months of your employment ("Probation Period"). The Company reserves its right to extend your Probationary Period for a further period of one (1) month or more ("Extended Probation Period") without assigning any reason, should this be considered necessary by your manager. During the probation period or Extended Probationary Period, your employment may be terminated either by you or by the Company by giving 30 days' notice or payment of salary in lieu thereof.

During the Probation Period, you shall be required to successfully meet the targets/goals sheets assigned to you from time to time at the sole discretion of the company. You will be evaluated from the end of the first month of the commencement of the probation period or during such other intervals as determined by the company. In case you fail to successfully complete the above mentioned target, the Company reserves the right to take appropriate action against you including but not limited to termination of your contract of employment. You would be evaluated on a range of parameters, including but not limited to the achievement of the targets/performance mentioned in your Goal Sheet, with the objective of assessing your suitability for the assigned role. At the end of the Probation Period your manager will conduct a final review with you and if your conduct and performance have been found to be satisfactory, then your employment will be confirmed unless otherwise determined by the company in accordance with its process and policies as amended from time to time.

TRAINING / INDUCTION

Notwithstanding anything contained herein, throughout the course of your employment (During your Induction, probation and after confirmation of your services), you are required to compulsorily and successfully complete all the trainings prescribed by the Company within such specific period as prescribed and determined by the company from time to time at its sole discretion in accordance with its process and policies amended from time to time. Participation in the training prescribed by the Company is compulsory and no employee shall have the right to reject or refuse to attend any training without providing legitimate reason.