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**PRIVATE AND CONFIDENTIAL**

October 26, 2022

Kuppan Mani

No:2/337,Bramanar Street  
Kunnathur post-632510

Dear Kuppan Mani,

**LETTER OF APPOINTMENT**

We are pleased to offer you employment with DBS Bank India Ltd ("Bank") subject to satisfactory references, on the terms and conditions set out in this letter and in Appendices I and II to this letter which together constitute your contract of employment with the Company ("Letter of Appointment").

**Position**

Your appointment will be ASTOFFCR, CASA officer, Specialist, Relationship Management, Client Acquisition, Consumer Banking (L, with the Corporate rank of Assistant Officer in Consumer Banking Group of "Bank" at India>Tamil Nadu>Thiruvallur. Your role and responsibilities may from time to time extend to cover other entities within the DBS Group ("Group") which may be situated at any location where the "Bank" has or may in future commence operation. As we continue to make our mark in Asia, we look forward to having you on board to seize the opportunities offered by a growing Asia.

**TOTAL COMPENSATION**

You will receive a total compensation comprising an Annual Guaranteed Cash (Basic Salary and Other Allowances), Variable Bonus and Benefits.

(a) Your commencing Annual Guaranteed Cash (Basic Salary and Other Allowances) is Rs. 250,000- only.

Refer "**Annexure A**" for a detailed breakup of your Cost to Company (Basic Salary, Other Allowances and Retirals).

**(b) Variable Bonus**

You will be eligible for a Variable Bonus provided you are not serving your notice period consequent to your resignation/termination of your employment by the "Bank" as on the payment date. The amount will be determined by the "Bank" at its sole discretion taking into account your performance, the performance of the "Bank" and the operating unit you are deputed to, as well as other factors that may be determined by the "Bank". The "Bank"s decision in this regard will be final and binding and shall not be called in question.

The Variable Bonus may include:-

- (i) cash; and/or
- (ii) long-term incentives
- (iii) quarterly performance bonus for sales staff (Where Applicable instead of Variable Bonus)

Provided that such performance bonus shall be dependent upon your performance.

**Benefits**

You will enjoy a host of benefits which covers various types of leave including annual leave, medical leave, banking privileges and insurance. Details of these key benefits are set out in Appendix I enclosed. All schemes on staff benefits, allowances, bonuses and incentives are granted at the "Bank"s sole discretion. The "Bank" may review and modify these schemes from time to time and this may result in changes in or withdrawal of the schemes, upon notification by the "Bank".

**Probation**

Your probationary service period is 3 months months starting from (and including) the date on which you commence your employment with the "Bank". Confirmation of your appointment is subject to satisfactory work performance and conduct during the probationary service period. Unless you are notified otherwise, your appointment will be confirmed automatically.

**Resignation and Notice Period**

On confirmation of your appointment with the "Bank", you will continue to be employed by us until either you or we terminate your employment by giving notice period as applicable enumerated in the table below, however, it will be at "Bank"s discretion. We may, in lieu of notice, also terminate your employment by paying you (Subject to paragraph 12 (d) & 12 (g) in appendix 2) or such proportionate amount according to any unexpected portion of such notice.



*[Signature]*  
PRINCIPAL  
T.J.S. ENGINEERING COLLEGE  
Peruvoyal, Kavaraipeitai,  
Kanniyakudi Taluk.

As an employee I hereby provide consent to the collection, usage and storage of personal data for the purpose of verifying employee identity and the accuracy of personal details and other information provided to DBS, performing obligations under or in connection with contract of employment with DBS, including payment of remuneration and tax, for all administrative and human resources related matters within or outside of the jurisdiction of India including administering payroll, granting access to DBS premises and computer systems, processing leave applications, administering my insurance and other benefits, facilitating compliance with any laws, customs and regulations which may be applicable to DBS.

As an employee I authorize DBS to share my personal data with DBS' Group company/affiliates and/or with any statutory authorities, within or outside of India.

The purposes listed in the above clauses may continue to apply even in the situations where employee employment with DBS has been terminated, for a reasonable period thereafter.

Such amendments, modifications, supplements and / or replacements, shall take effect upon notification by the "Bank".

#### Other

Your salary is confidential to you and is not to be disclosed to anyone. Other than yourself, it is known only to authorized staff who are required to maintain strict confidentiality. Any contravention will result in disciplinary action.

The "Bank" has a policy against sexual harassment and is committed to providing an environment free from sexual harassment at the work place.

#### ANNEXURE - A

Please find detailed breakup of your Cost to Company (Basic Salary, Other Allowances and Retirals).

ANNEXURE - A Table

ANNUAL GUARANTEED CASH BREAK-UP	Per Annum Amount (INR)
Basic Pay	181,200
House Rent Allowance	9,060
Special Allowance	26,392
Statutory Bonus	33,348
<b>Annual Guaranteed Cash (A)</b>	<b>250,000</b>
Employer's Contribution to Provident Fund (B)	21,744
<b>Cost to Company (A+B)</b>	<b>271,744</b>

#### Acceptance

Your employment with the "Bank" shall commence on a date to be mutually agreed with the "Bank". If you do not or are unable to report for work on the agreed date of commencement with a valid reason, the "Bank" shall have the right to extend or postpone your date of commencement. In the event that the "Bank" does not agree to extend or postpone your date of commencement, the "Bank" may treat this Letter of Appointment as having been terminated immediately without any liability to either party. If you fail to commence at work on the mutually agreed date, this agreement stands terminated in one week from aforesaid date, without any liability to either party.

You acknowledge that you have read carefully and understand the contents of this Letter of Appointment as well as in Appendix 1 and Appendix 2 before accepting the terms of the "Bank"'s offer of employment to you and you agree to be bound by and will comply with those terms.

Please confirm your acceptance of the terms within this Letter of Appointment by November 3, 2022, failing which this offer will lapse.

Please do not hesitate to contact Karthikeyan A at karthikeyana@dbs.com if you have any queries.

We look forward to welcoming you on board and wish you a successful career with DBS.

Yours sincerely,

V Shankar Swaminathan  
Talent Acquisition Group Team Head  
Human Resources  
DBS Bank India Ltd.



*[Handwritten Signature]*  
PRINCIPAL  
T.J.S. ENGINEERING COLLEGE  
Peruvoyal, Kaveraipeitai,  
Gummidipoondi Taluk,  
Thiruvallur Dist - 601 206.

#### Attachments

- DBIL\_FTE\_Appendix 1.pdf
- DBIL\_FTE\_Appendix 2.pdf