SERVICE INDEMNITY BOND WITH SURETY FOR OFFICERS

Mr./Ms resider	ndemnity is mad s./Mrs. nt of rty of the First Par		cuted at S/o/D/o/W	//o Mr		day o	of d "Newly Joi	2025 by a permanent ned Officer",
	,	,						
				AND				
Mr./Ms resider	s./Mrs nt of (Address	s)	S/o/D/o/W/o	Mr			a	permanent
contex Second	nafter called "Sure It be deemed to r d Part, in favour o Act 1976 (21 o f	mean and in of West Beng	clude its ass gal Gramin I	signs, ac Bank, co	lministrator nstituted (s and succe under section	essors) the on 3 of Reg	party of the gional Rural
DEFIN	IITIONS AND INT	ERPRETAT	IONS: -					
i. ii. iii.	Newly Joined Of Employer Bank- Surety- The term or undertaken fo	The term En Surety mea r discharge o	nployer Bank ins and included of the debt.	means des a pe	West Beng rson who ta	al Gramin B akes respon	ank. sibility for th	ne debts and
iv.	The terms 'New context shall m assignees and a	ean and in dean dean dean dean dean dean dean dea	clude their S.	heirs, le	egal repres	sentatives,	successors	executors,
V.	WHEREAS the North of the Employer	•	l Officer has	been se	lected for a	ppointment	as Officer ir	the service
vi.	WHEREAS an Offer of Appointment containing the terms and conditions of the appointment have already been issued to the Officer vide letter No dated of the Employer Bank.							
vii.	WHEREAS the t	erms and co	onditions of the	he Offer	of Appoint	ment have b	een read a	nd accepted
viii.	by the officer. WHEREAS one of the terms and conditions of the appointment is the officer has to serve the Employer Bank i.e. West Bengal Gramin Bank for a minimum period of three years after appointment and has to execute an indemnity with surety in favour of Employer Bank.							
NOW T	THIS INDENTUR	E WITNESS	ETH as und	er:				
	1. In compliance Bank has agreed the Employer Ba	d to give app	ointment to	the Offic	er and the			
	2. The Mr./Ms/Mrs	party		the	second	part	(Suret	/D/o /W/o
	Mrobligation of the indemnity by the liable to pay the on demand and to Clause-10 of We Subsequent Ame expenses, includincurred/may have of business loss	Officer unde Officer and famount of ₹ his amount vest Bengal Gendments, as ling the cost ve to incur in	r this agreen failure to inde 2,00,000/- (Faill be payable tramin Bank is compensation training, on recruiting a	nent of ir emnify the Rupees of e in addi (Officers ion/liquid in the job nother e	ndemnity. Ir e Bank, the Fwo lakh c tion to the a &Employe lated dama of training mployee at	n case of bree Surety shale only) to Empamount quantes) Service ges for all loon, the expension his/her place	each of the last ployer Bank attified by the Regulation ses, costs, ses which the last ployer.	ind severally immediately Bank under s, 2010 with charges and ne Bank has on account

3. The Officer further agrees and undertakes that in case he/she commits breach of the above condition and resigns from or leaves/abandons the service and/or neglects in performance of the duty assigned to him/her leading to termination of his/her service, as per Rules and Regulations, by the Employer Bank, shall indemnify for all losses, costs, charges and expenses up to the extent of ₹ 2,00,000/- (Rupees Two lakh only) and pay an amount of ₹ 2,00,000/- (Rupees Two lakh only) with the interest thereon, from the date of breach of the above till payment as liquidated damages/cost of training including on the job training, the OFFICER at his/her place, and also on account of business loss suffered/to be suffered by Employer Bank during intervening period.

The Officer and surety agree that assessment of liquidated damages as assessed at ₹ 2,00,000/- (Rupees Two lakh only) is reasonable, which they both agree to pay jointly and severally in case demand is made by the Employer Bank.

- **4.** Notwithstanding anything contained herein above, furnishing of this indemnity will not create any right in favour of the newly appointed officer to continue in the service of Employer Bank for the aforesaid term of **three** years, and the Employer Bank shall always have the right to take appropriate action against the Newly Joined Officer as per terms of the appointment letter and/or the Rules and Regulations of the Employer Bank as applicable, in case of commission of any misconduct by the Newly Joined Officer.
- **5.** The obligation of the First party and the Surety is non-transferable and is exclusively for West Bengal Gramin Bank, i.e. Employer Bank and shall under no circumstances whatsoever be deemed to have been extended to any other prospective employer of the Newly Joined Officer. The amount specified above shall constitute a debt owing to the Employer Bank and shall be recoverable from the Newly Joined Officer and the Surety jointly and severally with interest thereon till payment.

IN WITNESS whereof, the Newly Joined Officer and the SURETY have put their signatures in the presence of the witness.

Signed and delivered by the Party of the First Part i.e. the Newly Joined Officer and the Party of the Second Part i.e. the Surety having perused and understood the contents of this agreement.

At of		this day of 2025 in presence
	NAME & ADDRESS	
	WITNESS SIGNATURE	SIGNATURE OF SURETY
	NAME & ADDRESS	NAME & ADDRESS
	WITNESS SIGNATURE	SIGNATURE OF NEWLY JOINED OFFICER

SERVICE INDEMNITY BOND WITH SURETY FOR OFFICE ASSISTANT (MULTIPURPOSE)

This Inde	mnity is made a	and execu	uted at	·	on	day of		2025 by
IVIT./IVIS./IVI	rs f (Multipurpose)", th		_ 5/0/D/0/W/	o ivir		herein called "N	6 ewly_l	a permanent
Assistant	(Multipurpose)". th	ne party of	the First Par	rt.		nerem canca iv	icwiy o	onica Onicc
	(- / /	1 7		,				
			A	AND				
Mr./Ms./M	rs		S/o/D/o/W/o	Mr			_ a	permanent
resident	of (Address) _							
	er called "Surety",							
	e deemed to mea art, in favour of W							
	1976 (21 of 197							
DEFINITION	ONS AND INTER	PRETATIO	ONS:-					
i.	Newly Joined C							e Assistant
	(Multipurpose) s							
ii. iii.	Employer Bank- Surety- The term							or the debte
111.	and or undertake				person wi	io takes respons	Sibility i	or the debts
iv.	The terms 'New				tipurpose) ⁵	, 'Surety' and th	ne 'Emp	oloyer Bank'
	unless repugnar					their heirs, leg	al repr	esentatives,
	successors, exe							
V.	WHEREAS the appointment as							
vi.	WHEREAS an C		· .	. ,		•	•	
	have already be							
	dated							
vii.	WHEREAS the					Appointment hav	ve bee	n read and
viii.	accepted by the WHEREAS one					pointment is th	e Offic	e Assistant
VIII.	(Multipurpose) h							
	period of two ye							
	of Employer Ban	k.						
NOW THI	S INDENTURE W	ITNESSE	TH as unde	r:				
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	In compliance of the							
	ink has agreed to sistant (Multipurpo							
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2.				he	second	part	(Suret	• •
	./Ms/Mrs			44	Ct		S/o	
	ligation of the Off					y for the due p		
	each of the terms of							
the	Bank, the Surety	shall be jo	ointly and sev	erally lia	ble to pay t	the amount of ₹ ′	1,00,00	0/- (Rupees
	ne lakh only) to E							
	dition to the amo fficer' & Employe							
U)	ппоет а спіріоує	co) ouiv	ice neguialio	JIIS, ZUI	io ieau W	nın Subsequeni	Amer	iuiii c iiis, as

compensation/liquidated damages for all loses, costs, charges and expenses, including the cost

of training, on the job of training, the expenses which the Bank has incurred/may have to incur in recruiting another employee at his/her place, and also on account of business loss suffered/to be suffered by the Employer Bank during the intervening period.

3. The Office Assistant (Multipurpose) further agrees and undertakes that in case he/she commits breach of the above condition and resigns from or leaves/abandons the service and/or neglects in performance of the duty assigned to him/her leading to termination of his/her service, as per Rules and Regulations, by the Employer Bank, shall indemnify for all losses, costs, charges and expenses up to the extent of ₹ 1,00,000/- (Rupees One lakh only) and pay an amount of ₹ 1,00,000/- (Rupees One lakh only) with the interest thereon, from the date of breach of the above till payment as liquidated damages/cost of training including on the job training, the Office Assistant (Multipurpose) at his/her place, and also on account of business loss suffered/to be suffered by Employer Bank during intervening period.

The Office Assistant (Multipurpose) and surety agree that assessment of liquidated damages as assessed at ₹ 1,00,000/- (Rupees One lakh only) is reasonable, which they both agree to pay jointly and severally in case demand is made by the Employer Bank.

- **4.** Notwithstanding anything contained herein above, furnishing of this indemnity will not create any right in favour of the newly appointed Office Assistant (Multipurpose) to continue in the service of Employer Bank for the aforesaid term of **two** years, and the Employer Bank shall always have the right to take appropriate action against the Newly Joined Office Assistant (Multipurpose) as per terms of the appointment letter and/or the Rules and Regulations of the Employer Bank as applicable, in case of commission of any misconduct by the Newly Joined Office Assistant (Multipurpose).
- **5.** The obligation of the First party and the Surety is non-transferable and is exclusively for West Bengal Gramin Bank, i.e Employer Bank and shall under no circumstances whatsoever be deemed to have been extended to any other prospective employer of the Newly Joined Office Assistant (Multipurpose). The amount specified above shall constitute a debt owing to the Employer Bank and shall be recoverable from the Newly Joined Office Assistant (Multipurpose) and the Surety jointly and severally with interest thereon till payment.

IN WITNESS whereof, the Newly Joined Office Assistant (Multipurpose) and the SURETY have put their signatures in the presence of the witness.

Signed and delivered by the Party of the First Part i.e. the Newly Joined Office Assistant (Multipurpose) and the Party of the Second Part i.e. the Surety having perused and understood the contents of this agreement.

	WITNESS SIGNATURE ASSISTANT (MULTIPURPOSE)	SIGNATURE OF NEWLY JOINED OFFICE					
	NAME & ADDRESS	NAME & ADDRESS					
	WITNESS SIGNATURE	SIGNATURE OF SURETY					
At of	NAME & ADDRESS	this day of 2025 in pres	sence				

SERVICE INDEMNITY BOND WITH SURETY FOR OFFICE ATTENDANT (MULTIPURPOSE)

This Inde	mnity is	made an	d executed	at		on _		day of _		2025 by
Mr./Ms./M	rs		S/e party of the	o/D/o/W/o	o Mr.		hore	in colled "	a	permanen
Attendant	u <u> </u>	pose)", the	e party of the	First Pa	rt.		_ 11616	eni caneu	Newly Jo	inea Onice
,	(manapai	p000) , and	party or are	, a.	-,					
				A	ND					
Mr./Ms./M	rs	race)	S/o/[)/o/W/o	Mr				_ a	permanen
(hereinafte context be Second P	er called e deemed art, in fav	"Surety", with to mean our of Wes	which expression and include st Bengal G having its	ssion sha its assig ramin Ba	ll, uni jns, a i nk, c	less exclud administrato constituted	ed by ors and d unde	or repugna d successo er section :	ant to the ors) the 3 of Reg	party of the ional Rura
DEFINITION	ONS AND	INTERP	RETATIONS	S:-						
i.			ice Attenda							e Attendan
ii.	١ .	. ,	ıll mean nev he term Em	,			`		,	
iii.	Surety-	The term S	Surety mean	s and inc	ludes					or the debts
iv.	The terr	ns 'Newly	Joined Office to the conte	e Attenda	ant (N					
			tors, assign				.10		h	-111
V.			Newly Joine fice Attenda							
vi.	appointment as Office Attendant (Multipurpose) in the service of the Employer Bank. WHEREAS an Offer of Appointment containing the terms and conditions of the appointment have already been issued to the Office Attendant (Multipurpose) vide letter No dated of the Employer Bank.									
vii.	WHERE	AS the te	erms and co	onditions	of th	ne Offer of	Appo	ointment ha	ave beei	n read and
viii.	WHERE	AS one o	ffice Attenda of the terms	and cor	nditio	ns of the a				
			to serve the apport							
	•	oyer Bank.			and n	as to exect	ale all	maemmity	with Suic	ity iii iavou
NOW THI	S INDEN	TURE WIT	NESSETH	as under	:					
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2.	Th	•	arty o		ne	second	I	part	(Surety	•
	./Ms/Mrs.	'			n sta	and as Sur	ety fo	r the due	S/o	
ob bre inc 1, 0	ligation of the deach of the de	he terms he Bank, Rupees O	e Attendant of this inde the Surety ne lakh onl	(multipur mnity by shall be y) to Emp	pose the jointly ploye) under this Office Atte y and seve r Bank imm	s agreendant erally l nediate	ement of ir (multipurp iable to pa ely on dema	ndemnity oose) an ay the a and and	. In case of failure to mount of failure
			tion to the a ers & Empl							
			pensation/lic							

including the cost of training, on the job of training, the expenses which the Bank has incurred/may have to incur in recruiting another employee at his/her place, and also on account of business loss suffered/to be suffered by the Employer Bank during the intervening period.

3. The Office Attendant (multipurpose) further agrees and undertakes that in case he/she commits breach of the above condition and resigns from or leaves/abandons the service and/or neglects in performance of the duty assigned to him/her leading to termination of his/her service, as per Rules and Regulations, by the Employer Bank, shall indemnify for all losses, costs, charges and expenses up to the extent of ₹ 1,00,000/- (Rupees One lakh only) and pay an amount of ₹ 1,00,000/- (Rupees One lakh only) with the interest thereon, from the date of breach of the above till payment as liquidated damages/cost of training including on the job training, the Office Attendant (multipurpose) at his/her place, and also on account of business loss suffered/to be suffered by Employer Bank during intervening period.

The Office Attendant (multipurpose) and surety agree that assessment of liquidated damages as assessed at ₹ 1,00,000/- (Rupees One lakh only) is reasonable, which they both agree to pay jointly and severally in case demand is made by the Employer Bank.

- **4.** Notwithstanding anything contained herein above, furnishing of this indemnity will not create any right in favour of the newly appointed Office Attendant (multipurpose) to continue in the service of Employer Bank for the aforesaid term of **two** years, and the Employer Bank shall always have the right to take appropriate action against the Newly Joined Office Attendant (multipurpose) as per terms of the appointment letter and/or the Rules and Regulations of the Employer Bank as applicable, in case of commission of any misconduct by the Newly Joined Office Attendant (multipurpose).
- **5.** The obligation of the First party and the Surety is non-transferable and is exclusively for West Bengal Gramin Bank, i.e Employer Bank and shall under no circumstances whatsoever be deemed to have been extended to any other prospective employer of the Newly Joined Office Attendant (multipurpose). The amount specified above shall constitute a debt owing to the Employer Bank and shall be recoverable from the Newly Joined Office Attendant (multipurpose) and the Surety jointly and severally with interest thereon till payment.

IN WITNESS whereof, the Newly Joined Office Attendant (multipurpose) and the SURETY have put their signatures in the presence of the witness.

Signed and delivered by the Party of the First Part i.e. the Newly Joined Office Attendant (multipurpose) and the Party of the Second Part i.e. the Surety having perused and understood the contents of this agreement.

	WITNESS SIGNATURE ATTENDANT (MULTIPURPOSE)	SIGNATURE OF NEWLY JOINED OFFICE
	NAME & ADDRESS	NAME & ADDRESS
	WITNESS SIGNATURE	SIGNATURE OF SURETY
At	NAME & ADDRESS	this day of 2025 in presence