

Date:

Mr./Ms.
Head of XXX
XXXXXXX
Karachi

Introducing JS Bank Limited

Mr./Ms.

JS Bank is one of the fastest growing banks in Pakistan with both a national and international presence. The Bank is a leader in the digital banking, SME & consumer loans space. JS Bank has been recognized on multiple international and national forums including the prestigious AsiaMoney, Asian Banking and Finance, DIGI and Pakistan Banking Awards. The Bank is part of JS Group, one of Pakistan's most diversified and progressive financial services groups.

JS Bank offers a full range of deposit & loan products, wealth management, trade, customizable cash management and transactional services to a growing base of individual and institutional customers across Pakistan. We place special emphasis on technology-driven delivery channels and offer a comprehensive suite of delivery channels including ATMs, Credit and Debit Cards, internet banking and mobile banking.

JS Bank's Employee Banking Proposition is a comprehensive banking solution that offers a multitude of benefits including unparalleled insurance coverage plans, transactional benefits, convenience, exceptional service, and security of funds all in one account. Our highly qualified, trained, and dedicated Relationship Managers deliver a personalized banking experience to ensure seamless and best in class banking service for all our clients.

Regards,

XYZ
Regional Head of Employee Banking

About JS Elite Proposition:

JS Elite Current Account is an account specially designed to cater to the needs of both you as the employer and your employees. It is a comprehensive banking solution for both parties that offers a multitude of benefits alongside smooth and efficient salary processing. As a JS Elite customer, you enjoy transactional benefits, convenience, exceptional service, and security of funds, all in one account. We offer:

- A scalable payroll solution for all your payroll management needs.
- Seamless account-opening at your business premises.
- Dedicated Relationship Manager to address all queries.
- Dedicated technical team to support and assist portal integration (*through our cash management system*).
- Debit cards delivered at your business premises.
- Zero cost for the entire payroll account opening process.

As part of our payroll management solution, JS Bank is pleased to offer benefits of JS Elite & Elite Plus Current Account to your employees:

Features	JS Elite Customers Salary Less than 100K	JS Elite Plus Customers Salary 100K & Above
Minimum Account Balance Requirement	None	None
Initial Balance Requirement	None	None
Debit Card Category	Pay Pak	Gold
Debit Card – Issuance and Annual Fee	Free	Free
*EMV Chip	As per SOC	As per SOC
Cheque Books	1 st Cheque Book Free - 10 Leaves	Free – 25 leaves Cheque Leaves (up to 4 times per year)
Pay Orders	Charge As per SOC	Free
Intercity Online Transactions	Free	Free
Internet Banking	Free	Free
Inter Bank Funds Transfer	As per SOC	Free
SMS Alerts	Free – For Electronic Alerts PKR. 100/- for OTC Transactions (First 3 Months free)	Free – For Electronic Alerts PKR. 100/- for OTC Transactions (First 3 Months free)
Mobile Banking	Free	Free

**Subject to change as per Bank's Schedule of Charges*

We at JS Bank believe in developing relationships that are not limited to financial transactions only but a step beyond. To cover unforeseen circumstances, we offer an exclusive complimentary insurance coverage for all JS Elite & Elite Plus customers:

Insurance	Coverage*	Frequency of Availing Insurance
ATM & Over-The-Counter Cash Withdrawal Insurance	Up to PKR 50,000/-	Twice a year
Wallet Insurance (Up to PKR 5,000/- once a year)	PKR 5,000/-	Once a year
Mobile Phone Snatching Insurance	PKR 20,000/-	Once a year
Accidental Death / Permanent Total Disability Insurance	PKR 500,000/-	One Time

**Terms & Conditions Apply. Minimum period end balance of PKR. 25,000/-*

Note: All other fees and charges will be levied according to prevailing Banking Schedule of Charges whereas Taxes and Zakat will be applicable according to government regulations and directives of State Bank of Pakistan.

Consumer Asset products are also offered on subsidized rates to all JS Elite & Elite Plus customers.

Products	Pricing*	Income Criteria
JS CarAamad Auto Financing	Preferential Rates	PKR 25,000/-
JS GharApna Home Loans at subsidized rates*	Preferential Rates	PKR 40,000/-
JS Credit Cards	1 st Year Annual Fee Waiver	PKR 30,000/-

**Terms & Conditions Apply.*

About JS Elite Salary Loan:

JS Elite Salary Loan offers convenient financing facility for your permanent employees (minimum monthly gross salary of Rs. 40,000) to meet their short-term goals. JS Elite Salary Loan is available from Rs. 40,000 to as high as Rs. 2 million, depending on gross monthly salary & loan tenor. The loan will be for a fixed period and is payable at an agreed upon, interval of time, as monthly installment. We offer you:

Product Features:

- Lowest markup rate of two different variants.
 - 1) Loan at 1-Year KIBOR + 6% per annum, against end service benefits.
 - 2) Loan at - 1-Year KIBOR + 10% per annum.
- Repayment of loan, with due date on 01st of every month or as per salary date (direct debit authority with the bank).
- Minimum loan tenor of 12 months, with maximum tenor of 36 months.
- Quick loan disbursal with minimum paperwork.
- JS Elite Loan offers following limit multiples to employees:
 - 2 x gross salaries at a tenor of 12 months to 23 months
 - 3 x gross salaries at a tenor of 24 months to 35 months
 - 4 x gross salaries at a tenor of 36 months

Note: Maximum loan amount will depend on loan tenor / debt to burden ratio. For loan against end service benefits, maximum loan limit will be subject to 100% of end of services benefits.

Fees & Charges:

- Fee of 1% of loan amount or Rs. 3,000/-, whichever is higher (chargeable during disbursement).
- Pre/partial adjustment of facility subject to penalty of 5% of partial payment.
- Exclusive credit protector insurance facility that is chargeable at 0.3% of outstanding balance.

Note: In case of death or accident of the employee, this credit protector repays the outstanding loan to the bank and provides the family with additional amount (equivalent to loan amount).

About JS Elite Advance Pay Loan (Short Term):

JS Elite Advance Pay Loan is a convenient and swift loan facility that offers instant loan to your permanent employees (minimum monthly gross salary of Rs. 40,000), with financing available up to 50% of their gross salary to meet urgent financial needs. JS Elite Salary Loan is available from Rs. 20,000 to as high as Rs. 1 million, depending on your employee's gross monthly salary.

Product Features & Fees & Charges

- Zero mark-up - per annum.
- Loan tenure is maximum 1 month, with loan to be repaid on next salary date.
- Rapid/Instant loan disbursal with minimum paperwork.
- Requirement of only one postdated cheque.
- Processing fee of 5% of loan amount.

Note: Maximum loan amount will depend on debt to burden ratio.

JS Elite Salary / Advance Salary Loan Terms & Conditions:

This offer is only available for permanent employees of **(Company Name)** with minimum 1-year:

- Charges other than pricing will be governed by bank's schedule of charges (SOC).
- All individual lending facilities will be subject to satisfactory credit checks as prescribed by State Bank of Pakistan and bank's internal credit policy.
- Loan will be processed within 7-10 working days, and loan will be credited in employee's account.
- If any information is required, the bank will seek cooperation of organization's point of contact for faster processing / verification of required information related to the application.
- The organization will inform the bank in case an employee leaves the organization.
- In case of any update in policy, the bank will communicate subsequent changes to the point of contact of the organization.
- For lien-marked loans:
 - *Respective employee will be required to submit an undertaking to organization's Human Resources Department for lien-marking their end-services benefits.*
 - *JS Bank will seek organization's Human Resources / Finance Department for facilitation with recovery of loans, in case of a default.*

Responsibilities of (Company Name) PAKISTAN

- **(Company Name)** will be responsible to provide accurate and updated employee information.
- **(Company Name)** will be responsible to facilitate JS Bank in end-to-end account opening process.
- **(Company Name)** will be responsible to provide the required data as per enclosed KYC.
- **(Company Name)** will be responsible to inform the bank in case an employee leaves the organization.
- In this case, Employee Banking services will be withdrawn from staff who have left the organization.

- JS Elite & Elite Plus account will be available to employees of **(Company Name)** on mutually agreed terms and conditions until and unless the relationship is terminated as per below clause:
 - *Either party has the right to terminate the agreement by giving the other party a written notice of three (3) months.*
 - *Pricing and issuance of products offered by JS Bank are subject to normal credit norms and fulfillment of bank documentation requirements and at sole discretion of JS Bank Limited.*

All JS Elite & Elite Plus benefits become applicable once this offer letter is signed and accepted. For JS Elite Salary Loan, a separate agreement will be applicable.

*Note: In addition, the Bank reserves the right, in its sole and absolute discretion, as it deems fit, to migrate and/or close the Elite/ Elite Plus accounts, maintained with it, in which salary has not been processed or used for any other purpose pertinent to payroll, in the past *three (03) months, without serving a notice in lieu of or assigning any reason thereto. Following which, the Free of Cost benefits offered to such accounts would be automatically withdrawn sans any further intimation of the said downgrading, and the Bank shall not, in any manner, be held responsible for the same.*

We assure you of our firm commitment to provide the most competitive services and look forward to creating a sustainable and mutually beneficial relationship in the years to come.

For JS BANK Limited:

 ABCD
 Team Lead – Employee Banking

 ABCD
 Relationship Manager Employee Banking

For ABCD:

 Name:
 Designation:
 CNIC #:

 Name:
 Designation:
 CNIC #:

Company Authorized Representatives:

 Name:
 Designation:
 Email:
 CNIC #:

 Name:
 Designation:
 Email:
 CNIC #: