

CHAKRADHAR INDUSTRIES LLP

Specialists in

- > Alumino Thermic Rail Welding
- > Alumino Thermic Portion
- > Pre Fabricated dry Moulds
- > Abrasive Rail Cutter Machine
- > Consumables required for AT rail welding



RDSO APPROVED



ISO 9001:2015
Reg. No. 9910015643/01

Date: 12/06/2019

To,

Mr Akash Vijay Shelar

B/103, MangalMurti Apartment,

Sai Hill Nagar, Chandansar Road

Virar East.

Sub: LETTER OF APPOINTMENT.

With reference to your application and the subsequent discussion, we are pleased to offer you employment from the date I receive your date confirmation of joining on following terms and conditions:-

1. Details:

- a) Position: Production Supervisor
- b) Your CTC is Rs 1, 80,000 per annum.
- b) Any expenses on account of traveling for company work will be reimbursed to you.
- c) Increments are not automatic. It is based solely on efficient, satisfactory and loyal discharge of duties as assessed by our performance appraisal system.
- d) Your Date of Joining is 12.06.2019 and you will be on probation for six months from the date of commencement of your service which period may be further extended at the discretion of the company on the basis of your performance.

At the end of probation period, provided that your services have been found satisfactory, your appointment will be confirmed in writing by the company.

2. On Confirmation, your employment will be subject to termination on one month notice from our side and 3 months from your side. In event of not following the said policy, company will be liable to take actions against you and you hereby agree to accept the same.

CHAKRADHAR INDUSTRIES LLP

Specialists in

- Alumino Thermic Rail Welding
- Alumino Thermic Portion
- Pre Fabricated dry Moulds
- Abrasive Rail Cutter Machine
- Consumables required for AT rail welding



RDSO APPROVED



ISO 9001:2015
Reg. No. 9910015643/01

3. Your designation is indicative of the responsibilities, which you are required to carry out. The company shall be entitled to require you, at any time to perform any other administrative, managerial, supervisory or other functions any you shall be bound to carry out function.
4. Your services will be liable to termination without any notice or pay from company in lieu thereof at any time during the continuance of your employment on the following grounds:
 - If the management finds that the particulars supplied by you either in the application form or at the time of interview are incorrect.
 - If the management finds that you are guilty of misconduct, willful intelligence, disobedience, misappropriation, insubordination and breach of this appoint letter and acts of the like nature i.e. misfeasance, malfeasance and nonfeasance.
 - Absence for a period of 5 days including when leave though applied for but not sanctioned/granted, and when over stayed for a period of 5 days, would make you liable to lose you lien on the service and the same shall automatically come to an end without any notice o even intimation.
5. Your Salary is strictly confidential.
6. You will devote full time to work for the company, and shall not undertake direct/ indirect business or work, honorary or remunerative except with or written permission of the company.
7. So long as you are in employment of the company, at all times observe secrecy in respect of any technical , trade or business data or any other information that might come to your knowledge or possession, which according to the company, are necessarily confidential and valuable property of the company and not made available to the trade, and further more you will not disclose them without authority of the company to anyone other than the company officers authorized to receive them and that even after you have ceased to be in the services of the company, you shall not disclose them to anyone.

CHAKRADHAR INDUSTRIES LLP

Specialists in

- Alumino Thermic Rail Welding
- Alumino Thermic Portion
- Pre Fabricated dry Moulds
- Abrasive Rail Cutter Machine
- Consumables required for AT rail welding



RDSO APPROVED



ISO 9001:2015
Reg. No. 9910015643/01

8. You will assign the company right, title and interest in any invention or improvement that you might make solely or jointly, in the course of your relating to the product/ services marketed, based developed and you will perform any act execute such act without expenses to you which in the judgment of company may needful or desirable to secure to the company patent protection and any/ all right relating its invention or improvements.
9. Except with the Prior Written Consent of the company, you, during the tenure of your employment with the company and for a period of five years from the date of your leaving the company, you will not -
 - Directly/Indirectly involve or engage yourself either in employment or through consultancy in any activity that competes with a part or whole of the business of the companyAnd/or
 - Engage in a business either through yourself and /or through immediate family member(s) either as partners in a firm or as significant shareholder in a company that is engaged in any activity that competes with a part or whole of the business of the company.

Any breach of the above will be recorded as substantial breach of contract and will make you liable for prosecution under criminal breach of trust.

10. You maintain and keep in your safe custody such books, register documents abed other papers that may be issued to you or may come in your possession and shall return the same when required. The said documents are completely returned as it is upon your leaving the company under any conditions.
11. In event of the termination or resignation of my services from the company, systematic handover will be given to the next authorized person in the company. The company reserves the right to hold salary and F&F dues of the employee until proper details of work responsibility, all related documents, passwords, contact details, and past work details are not

CHAKRADHAR INDUSTRIES LLP

Specialists in

- Alumino Thermic Rail Welding
- Alumino Thermic Portion
- Pre Fabricated dry Moulds
- Abrasive Rail Cutter Machine
- Consumables required for AT rail welding



RDSO APPROVED



ISO 9001:2015
Reg. No. 9910015643/01

passed over in a satisfactory manner. A hand holding period of 90 days, the employee will be given once he/she leaves the company upon which all dues will be cleared.

12. In the event the employee fails to give the details as mentioned in clause 11 of this Letter of Appointment, the employee agrees to pay an amount of Rs.50,000.00 to the company for the loss and trouble the company would have to face in event of such act by the employee.
13. You will submit the contact details of your immediate family and residence address and will forthwith inform the company of any change in your residential address or contact nos. of your immediate family members.
14. It's agreed that you shall be open to the company from time to time to vary any remuneration, benefit, facility or perquisite that may be extended to you on a review of the company's decision on this behalf.
15. You will strictly observe working timing i.e. from 10.00am to 7.30pm (at HO) & 9.00am to 6.00pm (at Plant) and holiday as applicable at the place of work and as per company policy. Delay in incoming time will lead to 3 warnings with Pay cuts and subsequently will have to follow pt no.2 & 12 of this LOA.
16. If during the period of your employment you achieve any invention, process improvement, operational improvement or other process/ method likely to result in more efficient operation of any of the activities of the company. The company shall be entitled to use. Utilize and exploit such improvement and you shall assign all your rights to the company for the purpose of seeking any patent right respect thereof or for any other purpose.
17. Upon leaving the employment of the company, you will not take any property belonging to the company i.e. drawings, designs, pattern details, blue-print or other reproduction or other data, tables, calculations etc. Letter or other documents or any other writing of any nature that so ever pertaining to the business of the company, or any of its subsistence.

CHAKRADHAR INDUSTRIES LLP

Specialists in

- Alumino Thermic Rail Welding
- Alumino Thermic Portion
- Pre Fabricated dry Moulds
- Abrasive Rail Cutter Machine
- Consumables required for AT rail welding



RDSO APPROVED



ISO 9001:2015
Reg. No. 9910015643/01

18. On Confirmation, you will retire from the service of the company on attaining the age of 60 years without any notice what so ever from the company in this behalf.
19. You will confirm to the service rules of the company as per the Policy Manual of the company.
20. The appointment and its continuance is subject to your being found and remaining medically (physically and mentally) fit, the company reserves the right to ask you to undergo medical examination if and when considered necessary.
21. The appointment is subject to your not being a partner or relative of directors of the company within the meaning of section 134 of the companies Act.
22. Your application is subject your submitting mark-sheets, Certificates in respect of all your educational qualifications, residence proof (aadhar card/ passport/ ration card & pan card), contact details of immediate family members, and your past experience in the similar field.
23. Please return the duplicate copy of this letter duly signed in token of acceptance of the terms and condition of employment.

**Yours Faithfully,
For CHAKRADHAR INDUSTRIES LLP**

A handwritten signature in black ink, appearing to read 'R. K. Munsif'.

**Rajen Munsif
Partner.**

CHAKRADHAR INDUSTRIES LLP

Specialists in

- Alumino Thermic Rail Welding
- Alumino Thermic Portion
- Pre Fabricated dry Moulds
- Abrasive Rail Cutter Machine
- Consumables required for AT rail welding



RDSO APPROVED



ISO 9001:2015
Reg. No. 9910015643/01