

**OFFER LETTER**

Date: 13.04.2022

To,
MR. YUVRAJ RAJESH WARANGE
Ganga Bai Mansion,
Room no 35,
Bhoiwada Police Station,
Parel, Mumbai.
Mobile No: +91 7745044849
Email Id: warangeyuvi67@gmail.com

SUB: Offer Letter for the post of 'PIPING ENGINEER'.

Dear Mr. Yuvraj,

Management is pleased to offer you the position of **Offer Letter for the post of "Piping Engineer"** in our organization **ZENER MARITIME SOLUTIONS PVT LTD.**

As discussed, please find below our offer for your confirmation.

1. As agreed by you, your joining date would be 18th April 2022.
2. You will be on probation for a period of 6 months, & will be confirmed only after its successful completion, based on your performance & Management's discretion.
3. Your Monthly Earnings will be as follows:

Salary Details	Amount (In INR)
Basic Salary	21,000/-
Less: 10% Bond Retention	(2100/-)
Less: P.TAX	(200/-)
NET SALARY	18,700/-



4. You will be entitled for a maximum of total 29 leaves, that will be calculated for the calendar year from January to December. The leaves will be bifurcated as under.

a) Privilege Leave (PL)	Max. 15 days	(after 1 year from date of joining)
b) Casual Leave (CL)	Max. 8 days	(after probation period on pro data)
c) Sick Leave (SL)	Max. 6 days	(after probation period on pro data)

5. You will also be entitled for 10 public holidays and 2 optional holidays.
6. You shall observe all rules & regulations of the company from time to time.
7. During the tenure of the assignment with the company, you will not engage yourself in any other assignments or gainful employment without consent of the management.
8. You are requirement to maintain the highest order of secrecy with regards to the work or confidential information of the company and/or its subsidiaries of associate companies and in case of any breach of trust, your appointment may be terminated by the company without any notice.
9. Upon acceptance of this Offer Letter if, you fail or refuse to commence your employment with the Organization on the specified date, you are liable to pay to the Company, an amount equivalent to 5 days of your salary as Liquidated Damages.
10. Once the Offer letter has been accepted, you will be entering into a 'Bond' with the Company for a period of 2 years starting from your date of joining.
11. Out of the total monthly salary, 10% shall be transfer to the Bond which shall be accumulated, and such accumulated amount shall be payable to you after successful completion of bond period, i.e. 2 years from the date of joining and without interest, whatsoever. You would be required to mail an application for the same. If you break the Bond period before its completion, then the Company shall be entitled to confiscate the safety deposit so accumulated.
12. Once you have signed and accepted the Bond and break it before the completion of the Bond period of 2 years, then in that case, the Company is entitled to a lump sum amount of INR 1,30,000 payable by you. This is in line with Section 73 to 75 of the Indian Contracts Act, 1872.



13.As you will be entering into a Bond for a period of 2 years no notice period would be applicable.

Kindly return the duplicate copy of this Offer Letter (enclosed herewith) duly signed, as a token of acceptance of this Letter at your earliest convenience.

Thanking You,

Yours faithfully,
For ZENER MARITIME SOLUTIONS Pvt LTD.

Accepted,




Erin Braganza
(HR & Accounts Executive)

YUVRAJ RAJESH WARANGE

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