

Date: 1st August, 2022

To,
Mr. Netaji Chandu Kamalakar

Sub: Appointment as Quality Trainee

Dear Mr. Netaji,

Further to your interviews, we are pleased to appoint you as 'Quality Trainee' on fixed term contract basis in our organization on the following terms and conditions. Your place of work will be at Pune Plant.

Stipend Structure		
Components	Monthly	Yearly
Basic Stipend	17,000	2,04,000
Attendance Allowance	1,500	18,000
Total Stipend	18,500	2,22,000

1. Your Contractual employment shall be for a **period of 12 (months)**, beginning from **1st August 2022**. This contract can be extended for another 6 months based on your performance & requirement of the business.
2. You will be entitled for **leaves as per company policy for Pune plant** in a year during contractual service, besides one weekly off per week.
3. This appointment is subject to your having been found medically (physically and mentally) fit for employment for which you will have to submit fitness certificate.

Responsibilities:

4. This position shall be responsible for doing day to day tasks relating to Quality related activities including tasks as assigned by the plant manager from time to time.
5. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
6. During the period of this agreement you shall not work as employee in any other undertaking and devote your complete attention to the job assigned to you while on duty.

7. Either party may terminate this agreement by giving to the other, 1 calendar months' notice in writing or stipend in lieu of notice.
8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.
9. You will do all the jobs assigned by the management related to job profile shared with you.
10. Your appointment will automatically come to an end on expiry of the specified period unless extended by the company in writing.
11. This employment being **fixed term contract** as per the provisions of **clause (bb) to Section 2 (oo) of Industrial Disputes Act 1947**, you will not be eligible for any terminal benefit at the end of contractual service.

If you accept the terms and conditions above mentioned, please sign the declaration in the duplicate and return to us. The original shall be retained by you

With best wishes,

For, Unifrax India Pvt Ltd



Satish Krishnamurthy
Human Resources

ACCEPTED

(Netaji Kamalika)