

REF/HRD/01/12/ 03

22nd December 2021

Mr. Ganpat Tore
A.P - Wasunde,
Tal- Parner,
Dist - Ahmednagar 414304.

Dear Mr. Ganpat,

Sub: - Offer letter as "Planning Engineer"

Greetings.

With reference to the interview you had with us, we are pleased to offer you the post of "**Planning Engineer**" at our Pune plant on the terms and conditions discussed with you at the time of interview.

Your CTC would be Rs. 31,000/- Per Month (Rs. Thirty One thousand per month only).

Please join duty on or before 03.01.2022.

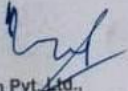
You are requested to submit following documents to personnel department at the time of joining:

1. Copies of Education Certificates.
2. Relieving letter from your previous employer.
3. Two passport size photographs.
4. Recent Pay slip / copy of appointment letter showing break up of salary.

We shall issue letter of appointment after your joining the service. Some of the important terms of your appointment are given herein below: -

You will be on probation for 6 months from the date of joining the company. During this period your services are liable to be terminated without assigning any reasons, without any notice and without any compensation in lieu thereof. On satisfactory completion of your probationary period, your appointment may be confirmed in writing.

After confirmation, you are liable to be terminated by the Company at any time by giving to you one month's notice or salary in lieu of notice. In case you leave our employment during probation period without giving notice, we shall have the right to recover from you as liquidated damages an amount equivalent to three month's gross salary. This amount may be adjusted against any amount due to you.

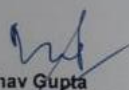

Kailash Vahn Pvt. Ltd.,
Registered Office & Factory : Village Dhanore, Alandi - Markal Road, Pune - 412105, Maharashtra, India
+91 02135 307724/307741/307742 | www.kailashvahn.com | info@kailashvahn.com
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If you wish to leave the employment of the Company, it shall be obligatory on your part to give three months' notice to the Company of your intention to leave the employment or pay to the Company an amount equivalent to three months' salary in lieu of notice.

An amount equivalent to 5% of your monthly gross salary shall be deducted from your monthly salary and shall be retained with the Company. Such amount shall be deducted for a period of 18 months from the date of your joining the services. This amount shall be retained by the Company and would be paid to you after the expiry of 18 months along with 12% interest. However, if you prefer to leave the services of the Company prior to expiry of 18 months, the entire amount shall stand forfeited by the company. Similarly, if your conduct and performance is not found to the satisfaction of the Management, the entire amount shall stand forfeited.

We wish you all the best and welcome to Kailash Vahn family. With kind regards,

For Kailash Vahn Private Ltd.


Raghav Gupta
Managing Director

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