



Faith Automation Systems & Tooling Private Limited

Registered Office: GAT No. 613/1, Behind Spicer India Limited, Kurli, Chakan,
Taluka Khed, Pune - 410501, Maharashtra, India
(CIN: U28112PN2013PTC147505)

www.faithautomation.com

HR-F-05



APPOINTMENT LETTER

Mr. Akshay Subhash Dhumal,

Date: 1st Aug, 2022

Address: Mahalaxmi Colony, Khandoba Mal, Akole, Akole Akola, Ahmednagar,
Maharashtra, 422601.

Dear Mr. Akshay Dhumal,

Welcome to Faith Automation!!!

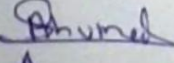
Pursuant to your application for employment with us, and the subsequent selection process, it gives us great pleasure to appoint you as a **Graduate Engineer Trainee** with **Faith Automation Systems & Tooling Private Limited** on the following terms and conditions:

1. Remuneration

- a) Your consolidated Annual Gross Salary will be as detailed in the **Annexure A**. In case of any change in the existing statute or introduction of new statute, the Company reserves a right to adjust the salary components within the then existing Annual Cost to the Company to ensure compliance with such statutes.
- b) Your remuneration package is strictly confidential between you and the Company and should be kept confidential.
- c) The Company may from time to time, deduct any statutory deduction or withhold tax as may be required by applicable law.

2. Place of Work

- a) Your ordinary place of work shall be Gat No. 613/1, Behind Spicer India Limited, Kurli, Chakan, Taluka Khed, Pune 410501; you are liable to be transferred to any department of the establishment at the discretion of the Company or its management. You can be transferred to any other existing or future unit of the Company in India, from time to time, and on such posting you will be governed by the rules and procedures applicable to the staff employed in that unit, provided your total emoluments are not prejudicially affected.
- b) You will be required to work as per the Working Hours and Days prescribed in the relevant policy. Further, depending on project/ work contingencies, work load and business requirements, at any given time you may be required to work outside these stated hours, including weekends. Subject to the right of the management to change the same as per the legal provisions; you may be required to work in different timing or at timings that overlap with the Company's client office timings in India or overseas, considering the nature of business and its global requirements.
- c) You may also be expected to travel to other locations and at times outside of your official working hours. You may at any time be called upon to perform other than your normal duties which in the opinion of the Company are within your capacity to discharge and you will forthwith undertake these duties with due care and diligence.

Page 1 of 8 
A



Faith Automation Systems & Tooling Private Limited

Registered Office: GAT No. 613/1, Behind Spicer India Limited, Kurli, Chakan,
Taluka Khed, Pune - 410501, Maharashtra, India
(CIN: U28112PN2013PTC147505)

www.faithautomation.com



- d) Expenses for any work related / official national and international trips shall be reimbursed by the Company in accordance with the Company's policy from time to time.

3. Probation

- a) You will be on probation for a period of One year from the Date of Joining. At the discretion of the Company, the probation period may be extended, if it is found that the services provided by you are not satisfactory or uninterrupted.
- b) On successful completion of the probation period, if in the opinion of the Company, you are found suitable for the appointment post; your appointment will be confirmed and communicated to you in writing by the Company.

4. Leaves

You will be entitled to avail leave as per the Leave Policy of the Company, as applicable from time to time.

5. Background Verification Report

Upon your joining, the Company or Company's client may directly or through a third party, carry out a detailed background verification to validate the information and credentials submitted by you. The Company reserves the right to terminate your employment without notice, at any point during the course of employment, if the Background Verification Report is found incongruent with the information and credentials provided by you. Additionally, in such an eventuality, the Company shall require you to refund the salary /remuneration paid including employee benefits availed amongst any other benefits, till such date.

6. Condition for Valid Appointment

This Appointment Letter is valid/ effective subject to fulfilling of following conditions:

- a. Your being free from any obligation owed to a third party which might prevent you from joining the Company;
- b. All information obtained by the Company in your respect being fully satisfactory to the Company;
- c. Your compliance with all the statutory as well as Company's rules and regulations applicable to your employment;
- d. You're joining the Company after seeking relieving letter/ acceptance of resignation from your present employer. However, in case you are unable to present the relieving letter at the time of joining, the Company will not be liable for any consequences arising out of your previous employment. You shall indemnify and hold the Company harmless against any costs, losses and expenses that the Company may be required to pay as a result of not producing a valid letter unconditionally relieving you from the previous job.



Faith Automation Systems & Tooling Private Limited

Registered Office: GAT No. 613/1, Behind Spicer India Limited, Kurli, Chakan,
Taluka Khed, Pune – 410501, Maharashtra, India
(CIN: U28112PN2013PTC147505)

www.faithautomation.com



If at any time it is revealed that false information regarding your past service and other records is provided by you or pertinent information was withheld, the Company reserves the right to terminate this employment any time without notice and without assigning any compensation thereof.

7. Accountability

- a) You shall not undertake any other employment, consulting, business or other assignment whether honorary or remunerative or accept any reward, directly or indirectly, without prior written permission from the Company.
- b) You agree to use all tools provided by the Company for professional purposes only. Internet and email access are provided to you as business communication tools for appropriate internal and external business uses. Generation, transmission or storage of potentially offensive information is not allowed. Should you not respect this requirement of professional use, the Company will have a right to take disciplinary action which may lead up to and including termination of employment.
- c) During the period of your employment, you shall be governed by the relevant laws, all the applicable Company rules, regulations, policies, procedures and notices that are in force currently and that may come into force from time to time and they shall form basis of your employment and shall govern all matters whether specified herein or not, including on matters such as designation, working hours, emoluments and the structure thereof, etc. Company's decisions on all such matters will be final and binding on you. Any subsequent variations by the Company to any terms, conditions, rules or regulations generally governing the members of the Company's staff will prevail and be applicable to you. Violation of such policies could lead to disciplinary actions up to and including termination of employment.

8. Invention Assignment and Confidentiality Agreement:

As a pre-condition of your employment with the Company, you shall execute an Invention Assignment and Confidentiality Agreement as and when the Company may direct you.

9. Consent Regarding Personal Data:

- a) This clause relates to the Personal Data that you may be requested to provide in connection with your employment. Personal Data includes any information related to a natural person that is, in combination of other information or otherwise, is capable of identifying such person notably including financial information such as Bank account or credit card or debit card or other payment instrument details, physical, physiological and mental health condition, sexual orientation, medical records and history, biometric information, any information or detail relating to previous employment details, previous salary slip, relieving letter, educational qualifications, copies of the AADHAAR card, copies of the passport and criminal record.



Faith Automation Systems & Tooling Private Limited

Registered Office: GAT No. 613/1, Behind Spicer India Limited, Kurli, Chakan,
Taluka Khed, Pune - 410501, Maharashtra, India
(CIN: U28112PN2013PTC147505)

www.faihtautomation.com



- b) You hereby understand and consent to Company, without any reservations, to (i) collect any of your Personal Data or other data from your last employer or through any internal or external agencies appointed for this purpose, (ii) use or process such data in connection with your employment with the Company or any matters arising from such employment, and (iii) sharing such data with any outside agencies or third parties including Company's client for verification and validation of this information, processing in relation to employment or matters arising from such employment, or in compliance with the Company's contractual or statutory obligations.

You understand that this consent is obtained by the Company to ensure compliance of The Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011 and any successor laws regarding the subject.

10. Changes in Personal Details

Any change in your residential address, telephone numbers, marital status, and academic qualifications should be notified in writing to the Company. All communication will be addressed to you on the last address notified by you and it will be presumed that you have received such communication addressed to you.

11. Retirement

The age of retirement from the Company shall be on attainment of fifty-eight (58) years of age. For this purpose, the date of birth considered will be as per the certificate of proof of age submitted by you at the date of joining the Company.

12. Termination of Employment

- a) During the period of probation, either party may terminate this engagement without cause, by giving a written notice of at least One month or payment of basic salary in lieu thereof to the other party.
- b) After your services are confirmed by the Company, either party may terminate this engagement without cause, by giving a written notice of at least 3 months or payment of basic salary in lieu thereof to the other party.

Upon receipt of your resignation, the Company reserves the right to:

- i. relieve you prior to the completion of the Notice Period;
- ii. extend your Notice Period;
- iii. decide whether the Notice Period shall run concurrently with the period of any leave which may be granted to you;
- iv. Decide whether your notice shall stand extended to the extent of the leave availed of by you during the Notice Period.



Faith Automation Systems & Tooling Private Limited

Registered Office: GAT No. 613/1, Behind Spicer India Limited, Kurli, Chakan,
Taluka Khed, Pune - 410501, Maharashtra, India
(CIN: U28112PN2013PTC147505)

www.faithautomation.com



- c) Notwithstanding anything contained anywhere else, your employment with the Company may be terminated without notice or without any salary in lieu thereof if, in the opinion of the Company, you, at any time:
- commit any serious or persistent breach of any of the terms and conditions of this Appointment letter or any of the provisions of the Employee Handbook or other documents incorporated by reference in this document;
 - do or cause to be done any act, deed, matter or thing adverse to the Company's interests;
 - are guilty of any misconduct or neglect in the discharge of your duties or exercise of your powers hereunder or otherwise vested in you from time to time;
 - fail to or neglect in observing and complying fully with all resolutions, regulations, instructions and directions from time to time made or given to you by the Company;
 - if any information furnished by you or representation made by you is found to be incorrect or if any material information is detected by the Company to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions herein;
 - become of unsound mind;
 - are convicted of any criminal offense;
 - Absconding for more than seven (7) days.

13. Effect of Termination

- a) Upon termination of your employment with the Company for any reason, you shall surrender to the HR representative or such specified person, all of the Company's and Company's client property including but not limited to any Confidential Information, all hardware, software, documents, books, or any other articles of the Company, Company's client and /or copies thereof belonging to the Company which, pursuant to your employment with the Company, may be in your use, occupation, control or possession and must not retain any copies, extracts or reproductions of all or any part of that property or Confidential Information.
- b) Without prejudice to the Company's other rights and remedies, the Company shall be entitled to deduct from your emoluments, the amount of any claims which the Company may have against you either under the terms of your employment or otherwise.
- c) Service and Experience Certificate will be issued only if you are serving defined Notice Period.
- d) Remuneration, incentives and any other dues shall not be paid if you are not serving the defined Notice Period.



Faith Automation Systems & Tooling Private Limited

Registered Office: GAT No. 613/1, Behind Spicer India Limited, Kurli, Chakan,
Taluka Khed, Pune – 410501, Maharashtra, India
(CIN: U28112PN2013PTC147505)

www.faithautomation.com



14. Indemnification

- a) You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding or demand instituted or made against the Company caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company.
- b) You agree that no representations or promises concerning the terms of employment have been made except as set forth in this letter, and that your employment with the Company does not violate any conditions of any other agreements you may have made prior to accepting this Appointment Letter.

15. Governing Laws and Arbitration

- a) This Appointment Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Pune.
- b) Any dispute between you and the Company shall be settled by a sole arbitrator to be appointed by the Company, the place of arbitration shall be Pune and the language of arbitration shall be English.
- c) In the event of any dispute or differences arising out of this Appointment Letter or breach of any of the terms of this Appointment Letter between the parties hereto for interpretation, exercise, use or execution of any of the clauses of this Appointment Letter, the same shall be referred to the Chief Executive Officer of the Company or his duly nominated official whose decision shall be final and binding.

16. Other terms and conditions

- a) This Appointment Letter contains the entire understanding between you and the Company concerning the subject matter hereof and is in addition to any and all prior and contemporaneous negotiations, correspondence, understandings and agreements, whether oral or written, respecting that subject matter.

Please return the duplicate of copy of this Appointment Letter duly signed by you as a token of your acceptance of the Appointment Letter and terms and conditions mentioned above, failing which this Appointment Letter stands canceled.

All of us are excited about working with you at the Company, and look forward to a mutually rewarding relationship.

Pravara



Faith Automation Systems & Tooling Private Limited

Registered Office: GAT No. 613/1, Behind Spicer India Limited, Kurli, Chakan,
Taluka Khed, Pune - 410501, Maharashtra, India
(CIN: U28112PN2013PTC147505)

www.faithautomation.com



HR-F-05

Thanking you,

Yours faithfully,

For Faith Automation Systems & Tooling Private Limited

Nilesh A. Pandhare
Managing Director

ACCEPTANCE

I have read and understood all the terms and conditions contained in this Appointment Letter.

I acknowledge and agree that the Appointment Letter contains the entire understanding between the Company and me in relation to my employment with the Company and any changes in the terms and conditions in this Appointment Letter must be set forth in a written document signed by a duly authorized officer of the Company.

Name: Akshay Subhash Bhumal

Signature: Bhumal

Place: chakan pune



Faith Automation Systems & Tooling Private Limited

Registered Office: GAT No. 613/1, Behind Spicer India Limited, Kurli, Chakan,
Taluka Khed, Pune – 410501, Maharashtra, India
(CIN: U28112PN2013PTC147505)

www.faithautomation.com



HR-F-05

Annexure A

Name : Akshay Dhumal

Designation : Graduate Engineer Trainee

Salary Components	Compensation (in Rs)	
	Per Month	Per Annum
Basic Salary	13,500	162,000
Total (A)	13,500	162,000
Statutory Bonus/Ex-Gratia	1,148	13,776
HRA	2,215	26,580
Conveyance	-	-
Medical Reimbursement	-	-
Leave Travel Allowance	-	-
Special Allowance	1,000	12,000
Total (B)	4,363	52,356
Gross Salary (C) = (A+B)	17,863	214,356
Employer's Contribution to PF	1,740	20,880
Employer's Contribution to E.S.I.C.	581	6,972
Gratuity	649	7,788
Total (D)	2,970	35,640
Grand Total (C+D)	20,833	250,000
Mediclaïm Insurance		-
CTC (Cost to Company)		250,000

Yours Truly,
For **FAITH AUTOMATION SYSTEMS & TOOLING PVT. LTD**

Kedar D. Joshi
Director – Finance & Estimation