

2017-18 (15.5)  
mtech

# Shubh Labh Enterprises

**HUMAN RESOURCES SUPPLIERS & CONSULTANTS**

Date: 03.10.2018

Mr. Samadhan Waghmare.

Pune

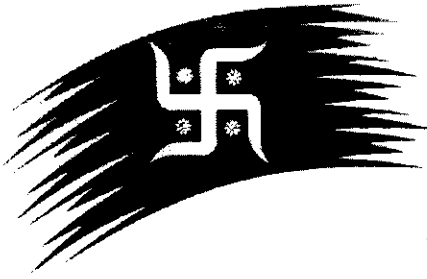
Dear Mr. Waghmare.

This is with reference to your application and subsequent interview; we are pleased to offer appointment in our organization on the following terms & conditions. The offer is subject to your joining our organization on or before 10.10.2018.

1. Your salary structure will be as per Annexure I
2. You will be on probation for 6 months from the date of joining. Your probation period may be curtailed or extended at our discretion. During this period, your employment may be terminated without notice and without assigning any reason. If your performance is found satisfactory during probation period, your employment will be confirmed in our organization.
3. We shall be entitled to terminate your services by giving 1 month notice or 1 months' salary in lieu thereof. In the event of your resignation from the service in our organization, you will be required to give 6 months' notice or forfeit in lieu thereof your salary including allowances, for 6 months, or for the period by which the notice falls short of 6 months.
4. Your employment shall continue subject to your satisfactory performance and as long as the contract with our client continues. Your employment shall be terminated once our contract with the client is terminated.
5. In the event of your services being terminated for any reasons whatsoever or your leaving the services of the company, you will be required to return property of the company/client such as instruments, laptop, tools, books, cash etc. held in your possession, custody or charge. If you fail to do so, company will be constrained to withhold for full & final settlement and deduct value of such property and take action as it deems fit.
6. So long as you are in our employment, you will at all times observe secrecy and confidentiality in respect of all information of our and our client's organization. You will not divulge, disclose or make known to any unauthorized person within or outside any information in respect to our client's manufacturing technical, trade or business data or any other information confidential in nature divulged to information confidential in nature divulged to you by the client or which may come to your knowledge or possession directly during your association with our client, nor will you unauthorize use such knowledge or information. Even after the cessation of your employment with organization, you will not use, divulge or remove in any manner whatsoever confidential information of the type described above of which you were possessed whilst in service.
7. You will be required to execute a No Disclosure Bond in favour of our client (Principal Employer) as per draft of Bond enclosed.
8. You will be required to bring software & hardware required to do the job.
9. During the period of your employment, you shall not abstain from duty without prior permission. Your absence for continuous period of 8 days without prior permission including leave though applied but not sanctioned or overstay for a period of 8 days will make you lose lien on your job and your employment shall be terminated without any notice or

Regd. Office : H/304, Vardhaman Nagar, Dr. R.P. Road, Mulund (W), Mumbai - 400 080.

Tel.: (O) 2562 3347 Email : shubhlabhenterprises@yahoo.com/gmail.com



# Shubh Labh Enterprises

HUMAN RESOURCES SUPPLIERS & CONSULTANTS

Annexure I			
Particulars		Per Month (Rs.)	Per Annum (Rs.)
a)	Basic Salary + DA	10500	126000
b)	HRA	800	9600
c)	Conveyance	2000	24000
d)	Medical	998	11976
e)	Project allow	1500	18000
<b>Total Salary</b>		<b>15798</b>	<b>189576</b>
[Components (a) of the above, qualify for P.F., all the other components are not in the nature of wages, hence will not qualify for PF]			
Other benefits			
Employer contribution PF		1365	16380
Employer contribution ESIC		750	9000
Bonus cost per month		875	10500
Gratuity cost		505	6060
Leave Encashment cost		707	8484
<b>Total cost to company (CTC)</b>		<b>20000</b>	<b>240000</b>
PF deduction (Employee)		1260	
ESIC deduction (Employee)		276	
PT deduction (Employee)		200	
<b>Net take home salary</b>		<b>14062</b>	

I accept the above terms and conditions.

(Signature)