

Employee Code: LNEF0347

VIGHNAHARTA DATTATRAY SHINDE

S/O DATTATRAY, ROHIDAS
NAGAR,DEGAON, NORTH
SOLAPUR, CHAMBHAR
GALI,DEGAON,DEGAON,
SOLAPUR MAHARASHTRA-413002

Offer Letter

Dear VIGHNAHARTA DATTATRAY SHINDE,

With reference to your application and the subsequent offer made to you after your interview with us we are pleased to appoint you as **SERVICE ENGINEER**, in our organization on the terms and conditions enumerated in this Offer Letter & Annexure A. You will be working in the premises of Eureka Forbes Ltd. and you are required to report to duty on or before 11/02/2021.

1. Your appointment will be subject to the terms and conditions contained herein and in Annexure-A.
2. Your monthly salary/other benefits are as per the Annexure-B enclosed.
3. We welcome you to LabourNet and look forward to a long and mutually beneficial association.

We wish you success in all your endeavors.

For LabourNet Managed Services Pvt. Ltd,

Authorized Signatory

Encl.: 1) Annexure - A Terms and conditions
2) Annexure – B Compensation & Benefits

Annexure – A

Terms and Conditions

1. Your appointment will be at Company's Bangalore office or at such location including any deputation to a client location as may be directed from time to time. During the course of your employment you may be transferred to any other department/division/client location anywhere in India.
2. Your appointment shall be for a period of 12 Months from 11/02/2021 to 10/02/2022 and shall not be continued after such period unless such extension is confirmed in writing by the management.
3. Your employment can be terminated by giving 15 days Clear Notice or either side or by payment in lieu of the notice period. The Company shall, however, have the right to withhold such payments of salary and allowances and reimbursements in lieu of notice or any part thereof or any other amount due to you on any account whatsoever until such time that you have either returned all or any of the properties of the Company or that of a Client. The Company shall also be entitled to deduct sums of money sufficient to cover any loss or damage to the property of the Company, or that of a Client for which you may be liable or that of the service provider who has agreed to provide you accommodation and amenities at the behest of the Company as per clause 19 of this contract.
4. However, no notice or notice pay will be paid if your services are terminated for the reason that you furnished incorrect particulars in your application for employment or if you are terminated for proven misconduct under the rules applicable to you from time to time.
5. Likewise, no notice or notice pay will need to be given/paid to you if your services are terminated by the management on the basis that your performance is not satisfactory anytime during the period of Contract of Service.
6. You shall be paid salary every month as per the details furnished in the Annexure A, subject to all statutory deductions, your attendance, and leave availed for the month etc. Such salary for a month shall be paid within on or before 7th of every month. Company shall also deduct from such salary value of any amenity such as Housing Accommodation, Food provided to you by the Company.
7. You shall be entitled to annual and other types of leave and plus appropriate statutory holiday as per applicable laws. Leave cannot be claimed as a matter of right and shall be subject to sanctions/ approvals as may be required. Accumulation of annual leave shall be as per the Leave policy applicable from time to time. In the event of deputation to a client, you should adhere to the leave policy as applicable at the client location
8. Your duty hours/working shifts will be regulated from time to time at the discretion of the management or by the requirements of work at client location where you are deputed.
9. You will be required to work such additional hours as may from time to time be reasonable and necessary for the efficient performance of your assignment.

LabourNet Managed Services Private Limited

No.25/1-4, 9th cross, 19th 'A' Main JP Nagar Bangalore - 560078, Karnataka, India.

(P) +91 4450 4450 (F) +91 80 4450 4459 (E) contactus@labournet.in (W) www.labournet.in

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10. You will also be entitled to membership in the Provident Fund Scheme and all other statutory benefits in accordance with the applicable laws for the time being in force and any statutory amendments there under.
11. During the course of your employment you will discharge your duties efficiently and diligently to the best of your ability and shall devote your whole time and attention to the interest of the company. You shall carry out duties and work as assigned to you and shall obey and comply with all the lawful directions of your superiors. You shall honestly, diligently and faithfully serve the company and use your utmost endeavor to promote the interest of the company.
12. You will not utilize or disclose or divulge to any person or persons any trade secret or know-how of the company or its client.
13. You shall keep the secrets of the Company and its Client and shall not, either during your employment or at any time after the termination thereof, divulge matters or things relating to the business, management or interests of the Company or its Client including Confidential knowledge or information acquired in consequences of your service hereunder to detriment or prejudice of the Company or its Client.
14. Your employment requires performance consistent with the high standards of the responsibilities that may be assigned to you from time to time. Your performance in your current assignment will therefore be subject to review as decided by the policies applicable to you at the Client where you will be deputed. Your review will be based purely on the recommendation of the Reporting Manager and approval of your performance and its ratings by the client representative where you are deputed.
15. You are expected to act in a responsible and professional manner when you use the company facilities or Client facilities. You shall not attempt to disrupt, degrade, or interfere with the normal operation of any machinery, service or facility.
16. During your employment with the company you will not undertake any other business, work or assignment except with the written agreement of the management.
17. Any communication to you shall be addressed to your current and permanent residential address, telephone number and the e-mail address given in your application for employment. Any change in your current or permanent residential address, telephone number or e-mail address, shall be intimated to the Company within fifteen days from the date of such change.
18. You will be responsible for the safe keeping and return in good condition or order of all company/client properties and that of the service provider if any who has agreed to provide accommodation and amenities such as food etc to you at the behest of the Company which may be in your use or custody. In the event of loss or damage to them, Management shall have the right to deduct the money value of such things from your dues and take such actions, as the management deems proper.
19. Company at its discretion may make such arrangements to provide accommodation for your stay if you are not from the same location/town/city where your workplace is located. Also company may

at its discretion provide such other amenities including meals at such accommodation. The company shall deduct rental value of such accommodation and cost of other amenities provided from total salary payable to you every month. Such deductions shall either be used to defray the expenses incurred by the company directly or to pay, on your behalf, any other service provider who has agreed to provide such accommodation and amenities directly to you.

20. Management reserves the right to alter the service conditions wholly or any part thereof in accordance with the prevailing rules and conditions and client requirements.
21. You shall observe and be bound by all the policies and rules of the Company and that of the client at whose location you are deputed. The Company shall have the right to change any of the policies/rules from time to time, without assigning any reason and you shall be bound by such alterations from time to time.
22. You are required to report for duty on or before the date mentioned on the covering letter Attached to this document, failing which this appointment order shall be treated as cancelled.
23. If the aforementioned terms and conditions of your Contract of Service are acceptable to you, please attest your signature on the duplicate copy of this order as a token of your acceptance.
24. Your unauthorized absence for a continuous period of eight days or overstay for a period of eight days could make you to lose your lien on the job. In case of such unauthorized absence the Management can presume that you have abandoned employment on your own accord.
25. Your performance review will be done after an year accordingly your designation and salary will review.

We welcome you to our organisation and look forward to a rewarding and happy association with you.

For LabourNet Managed Services Pvt. Ltd.,



Authorized Signatory

I Accept to serve the company in terms and conditions

Signature: _____

Place: Bangalore

Name: Date: < ___/___/___ >

Annexure - B

LabourNet Managed Services Private Limited

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Compensation & Benefits

SALARY BREAKUP	
Component	Monthly
Basic	12191
House Rent Allowance	610
Gross Salary	12801
Employee Deductions	
Provident Fund	1463
ESIC	96
Professional Tax	200
LWF #	12
Total Deductions	1771
Take Home Salary	11030
Employer Statutory Benefits	
Provident Fund	1463
PF Admin.	122
ESIC	416
Statutory Bonus *	1016
LWF #	36
Total Statutory	3053
Cost to Company	15854

Note: -

* Statutory Bonus of Rs. 12192/- will be paid annually on pro-rata basis on your present days for the year

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LWF shall be deducted once in a year or twice a year based on specific state rules.

Signature _____

Date:-

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