



SOLAS MARINE SERVICES PVT. LTD.



"An ISO 9001: & D.G. Shipping Approved Service Station For Liferaft, Life Boat, Rescue Boat, FFA, SCBA & EEBD"

C-440/1, MIDC, TTC Industrial Area, Turbhe, Navi Mumbai - 400 705. Maharashtra, India. Tel. : +91-022-27682215, Fax : +91-022-27622925

11th October 2018

Mr. Ketan Jayram Bhalekar
LIG 2nd, Room Number E-53,
Sector 1, Near Ram Manadir,
Kalamboli Colony, Tal – Panvel,
Dist – Raigad, Pin Code - 410218

Dear Ketan Jayram Bhalekar

Further to the interview and discussion on 11/10/2018, we are pleased to inform you that you are hereby appointed as "Service Engineer (Trainee) – LSA & FFA Department" in our organization at our Mumbai Office on the following terms and conditions:

1. This appointment is effective from 12/10/2018, the date of your joining the organization.
2. Your gross monthly emoluments (CTC) will be Rs. 8,000/-, (see below the break up's) any statutory deductions like Profession tax, Income or any other will be deducted from the gross salary indicated.

	Per Month	Per Annum
Basic	2,500.00	30,000.00
HRA	2,500.00	30,000.00
Conveyance	1,000.00	12,000.00
Medical	1,000.00	12,000.00
Allowance	1,000.00	12,000.00

3. You will be on probation for a period of six months after which your appointment comes up for review and confirmation of your employment with us. During probation, the notice period for termination/resignation will be 30 days from either side. After confirmation, the notice period applicable will be 45 days from either side without having to assign any reason thereof. In the absence of a notice period, you would be liable to compensate the company equivalent to your salary for the number of days short served.

4. Your job responsibilities are attached as a separate annexure.

5. You should submit periodical reports to the Business Development Manager if any. Reporting procedure, system, method, format etc. will be communicated to you shortly.



E-mail : sales@solasmarine.co.in

Website : www.solasmarine.com

"Life Saving (Liferaft & Rescue Boat) & Survival, Fire & Gas Detection, Breathing Apparatus & Breathing Air Cascade System, Fixed Fire Fighting Systems Supply, Installation, Maintenance, Servicing & Rental."

CIN - U3511MH2005PTC158044
GST No. : 27AAJCS4726K1ZX



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6. You will be governed by the Company's rules and regulations as enforced from time to time in respect of matters not covered by this letter of appointment. Company's decision on all such matters will be final and binding on you. You will also be governed by the Code of Conduct of the Company which will be issued to you along with NDA which have to be returned to the Company duly signed and accepted.
7. Your services are liable to be transferred to any of our group companies at any location within India and/or outside the country at the discretion of the management, without any extra remuneration.
8. You shall carry out all lawful directions given to you by the Company and shall carry out the duties of your employment honestly and with all diligence and shall promote the interests of the company to the best of your skill and ability. While in service of the Company, you shall devote whole of your time and attention to business of the company and shall not undertake or concern yourself directly or indirectly with any other outside work or duties without express and written permission from the Management.
9. All documents plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence, etc. written or unwritten and also information and instructions that pass through you or come to your knowledge shall be treated as confidential. You shall not utilize them for your own use or disclose to other persons during or after your employment.
10. During the course of employment with the Company, you will acquire, gain, generate, gather and develop knowledge of and be given access to business information about services, products, methods or business plans and business secrets and other information concerning the business of the Company, hereinafter called the 'secrets or confidential'. You will be liable for prosecution for damages for divulgence, sharing or parting any of such information during the course of employment and even after cessation of your employment with the Company.
11. You will keep us informed of any change in your residential address within 3 days from such change from the above address.
12. On cessation of employment with the Company, you shall return all documents and all other Company properties which may be in your use, custody or charge.
13. While in service of the Company, you shall not undertake or concern yourself directly or indirectly with any other outside work or duties without express and written permission from the Management.
14. You shall retire from the services of the Company on attaining 58 years of age.





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15. In the event you are absent from duty without information or permission of leave or you overstay your sanctioned leave, the Management will treat you as having voluntarily abandoned the services of the Company.

16. Any balance of advance or loan taken by you from the Company, shall be fully recovered from your salary and any other legal dues, if payable, at the time of your leaving the services of the Company.

17. The company retains the right to medically examine you at any point of time in the future and your services will be retained only if you are medically fit for your position.

Please return the enclosed copy duly signed as a token of your acceptance of the terms and conditions of your employment.

We look forward to a mutually rewarding and lasting association.

Best regards,

Yours faithfully,
For Solas Marine Services Pvt. Ltd.



Raghavendra Nayak
HR and Admin Manager
Solas Group of Companies

I have read & understood the contents of this offer letter & I am fully agreeable to it

11/10/2018
Ketan Jayram Bhalekar