

AGGARWAL TRADERS
UNIT NO 41B - 42B,
B-WING, 4th FLOOR, PLOT NO 62,
SECTOR 11, CBD BELAPUR
NAVI MUMBAI 400 614

TEL: 022 2757 7774
EMAIL: info@eratronics.in
WEB: www.eratronics.co.in

ERATRONICS
WE KNOW WHAT IT TAKES

01st Jul 2019

APPOINTMENT LETTER

Mr. Siddhesh Mane

102, Amit Building,
Omkareshwar Gruh Sankul,
CHS, Bonshet, Matheran Road,
Navi Mumbai- 410 206

Dear Mr. Siddhesh Suryakant Mane,

With reference to your application and subsequent interview you had with us we are pleased to inform you that you are appointed to work as **Trainee Engineer** with Eratronics Pvt Ltd (hereinafter called the Employer), for duties in connection with the business of the company. The appointment is effective from 01st Jul 2019 or from date of joining subject to the following terms and conditions:

You shall be on probation at the first instance for a period of 12 months from the date of appointment. However, company has sole right to terminate your service if found unsatisfactory. The probationary period may be extended or modified at the sole discretion of the company. You shall not deem to be confirmed unless a confirmation letter is issued to you in writing on the expiry of the probationary period original or modified.

If you are confirmed, a letter of confirmation will be issued to you at the time of confirmation. During the probationary period you shall be governed by rules and regulations of the company which are in force at present or which may be brought into force from time to time.

If no confirmation letter is issued on the expiry of the probationary period, you shall be deemed to be on probation till the confirmation letter in writing is issued.

During the probationary period you shall be paid Gross Rs.12,000/- (Rupees Twelve Thousand p.m.). Detailed Three year increment plan shall be covered in the Commitment Agreement.

YOU will have to claim all the allowances and reimbursements each month, on producing of detailed statement evidencing the expenses incurred by you in the course of your duties. You are liable to be transferred from one shift to another, from one department to another and to any other sister associates or subsidiary concern.

During the period of your services you are not entitled for any leave any sick leave that may be granted to you on production of a satisfactory medical certificate. All leave account is operated on a Financial year basis i.e. from April to March. Throughout your employment you shall be bound by the Companies HR policy, which shall be updated from time to time.

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As per our company policy we will not sign any employee retention bond with any of the candidate. It is quite evident that we will be investing time and efforts in training the resources and we believe it would take at least a year for them to become productive. So we intend to deduct a particular amount from the final settlement, in case the Employee decides to leave the company before completing three years.

- If the Employee leaves the company in first year of employment the deductible amount shall be Rs 70,000/-
- If the Employee leaves the company in second year of employment the deductible amount shall be Rs 55,000/-
- If the Employee leaves the company in third year of employment the deductible amount shall be Rs 40,000/-

At the time of joining you are requested to submit All Your Degree Mark sheets and certificate.

Also, you will be required to sign COMMITMENT AGREEMENT for Three years with Organization.

Your services are liable to be terminated by giving thirty days' notice in writing or payment of one-month salary in lieu of such notice.

You are requested to return the duplicate copy of this letter as a token of your acceptance of the terms and conditions of your probationary letter of appointment.

For Eratronics Pvt Ltd

Authorized Signatory

Receiver's signature

Date 03/7/19

Contact no.: 7208288846