

SPCPL/HR/T/302223

11th March, 2021

Mr. Saish Santosh Phondke
Ashapura Crown City,
Emerald Room no 304, Chanakaya Nagar,
Khadakpada, Kalyan-421301

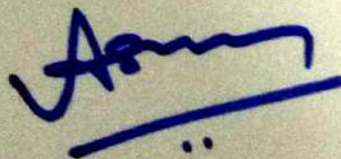
Sub: Appointment Letter

Dear Mr. Saish Phondke,

With reference to your application and subsequent interview with us we are pleased to inform you of your appointment as "Trainee Engineer-Plastics" in our organization on a salary of Rs.20002 /- (Twenty Thousand and two rupees only) per month with the following breakup. Basic salary Rs. 7000/- plus House Rent Allowance Rs. 3500/- plus Conveyance Allowance Rs. 1600/- Plus Education Allowance Rs. 200/- plus LTA Rs. 1000/- plus Supplementary Allowance Rs. 4420/-, plus PF (Employer's Contribution) Rs. 1706/-, plus ESIC (Employer Contribution) Rs. 576/-

Initially you will be on probation for a period of twelve months. The Management may at its discretion extend the probation period either during or at the end of your original or extended probationary period/periods. You will be confirmed on the expiry of your original or extended probationary period / periods provided the management is satisfied with your work and conduct. Please note that, you will be deemed to be on probation till such time you are issued a confirmation letter in writing by the Management. During the probation period your services are liable to be terminated without any reasons whatsoever or notice. On confirmation, your services can be terminated at any time without assigning any reason, by giving one months' notice or by payment of one month's salary in lieu of it. This will be applicable vice versa. The Company may terminate this service condition of notice period without giving any notice or payment in lieu of notice whatsoever, in the case the Employee is found guilty of gross misconduct, including but not limited to none compliance with Company's or group's regulations and code of ethics or offence against the laws and regulations of the land.

Please note that your headquarters will be Arham Plant, Bhiwandi. However, the Management may transfer you for work to any Department/Unit/Section/Plant of the Company or any other associated company whether situated in the same town or outside anywhere in India as it may consider at its discretion from time to time without detriment to your status or emoluments.



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