

Regd. Office : Plot No. G-4/1, MIDC Chakan, Phase III,
Village : Kuruli, Tal. Khed, Pune - 410 501.
Works : C-14, Kagal-Hatkanangale, Five Star MIDC, Tal.: Hatkanangale,
Dist.: Kolhapur - 416 230.
CIN : U25190PN2010FTC137535

Appointment Letter

Date : 26th Oct 2025

Mr. Omkar Sambhaji Varute

At Post: - Kasarwadie, Tal:- Hatkanangale ,

Dist.: - Kolhapur.

Dear Mr. Omkar,

We are pleased to consider your request dated 26th October 2025 for engagement of yourself as "Trainee Technician" in our organization for a period of **TWO** year, commencing from 26th October 2025 to 25th October 2027, on the following terms and conditions.

- 1) You are offered the facility of Training in our organization as Trainee for the stipulated period of TWO yrs only and on completion of the same, or on the last day or on expiration of the stipulated period of 2 yrs or if not terminated prior to it the same will come to an end without Notice.
- 2) The Company will set up its own training program suitable to the organization under which you will be extended suitable training facility in all operations, you will undergo the said training, learn it and make yourself competitive for such operations. Thus, the motive of such training is that to make you competitive.
- 3) For extending the training Your immediate Boss/Engineer/Supervisor are delegated all those powers and you will follow their instructions from time to time.
- 4) During the training period you will be provided with a **Stipend of Rs. 7000/-** (Seven Thousand Rupees Only) p.m. and besides this you will be paid further amounts of **Special Allowance of Rs.3080/-**, **HRA of Rs. 350/-**, **Book allowance of Rs. 1978/-**, **Education Allowance of Rs.2500/-**, **Conveyance Allowance of Rs.2220/-**, **Food allowance of Rs.1000/-**, **Attendance Incentive-500/-** to you per month. Thus, you will be entitled to receive Total amount of **Rs.21299/-** CTC per month for 1st year. The benefits of other labour legislations like ESI, PF, Bonus as applicable will remain applicable. And deduction accordingly will be effected.
- 5) The benefits and facilities available to the permanent workmen/staff will not be applicable to you but Company if thinks fit and appropriate may extend the same to you. But the same will not be applicable to you as of right Pl. note.
- 6) Your training place is transferable to any Department in the Factory/ Company or factories or associated firm, concern with the Company in India or abroad etc. In the event of your transfer, the terms and conditions of training outlined herein shall continue to apply. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.