

30 Jul, 2015

Mr. Anshuman Singh
WB-15, Shakarpur, Laxmi Nagar,
New Delhi - 110092
LWTH2259

Subject: Appointment Letter

Dear Anshuman,

We are pleased to appoint you with Luminous Water Technologies Pvt. Ltd. w.e.f. 30 Jul 2015 as per the Terms and Conditions appended below.

DESIGNATION

You will be designated as "Service Coordinator" based at "Gurgaon"

REMUNERATION

Your salary and allowances, on joining is specified in the Annexure 1 (Attached) to this letter. You will be governed at all times by the policies, procedures and guidelines of the company, related to salary, allowances, benefits and perquisites. Further, the management may modify or change policies related to such allowances, benefits and perquisites from time to time.

Also you are required to keep your salary information confidential at all times and not to disclose to anybody in the company or to any outside agency.

WORKING HOURS

The normal working hours will start from 9.30am. However due to compliance with various deadlines, it will be necessary from time to time to report for work earlier and/or to work later, all as required.

TRANSFER and PLACEMENT

Your services will be transferable at the sole discretion of the Management. You will be liable to be transferred to any existing or future department or establishment forming part of the company or to any of its associates in Delhi or any part of the Indian Union without adversely affecting remuneration & such posting will be governed by the rules as related to such appointments.

LEAVE AND HOLIDAYS

You will be entitled for Leaves and Holidays as per the Company policy. Please refer the employee manual

DUTIES / RESPONSIBILITIES

You will have the responsibility of efficient, satisfactory, & economical discharge of duties, directions, & instructions assigned or communicated to you by the Management or those in authority above you from time to time.

INTELLECTUAL PROPERTY and COPYRIGHTS

The copyrights in all notes, reports, data of every kind (including electronic data), information and / or memoranda of any nature, any process including a design, idea, concept developed by you during the course of the employment and in particular the Confidential information which shall be acquired, received or made by you during the course of employment shall be the property of the company, remain vested in the company and shall be surrendered by you, as and when required, to the company at any time during the course of the employment or any time thereafter

Luminous Water Technologies Pvt. Ltd.
(A SAR Group Company)

Corporate Office: Plot No. 221, Udyog Vihar, Phase 1, Gurgaon-122016 (Haryana)

T: +91-124-4987 400, F: +91-124-4987 499 CIN-U41100DL2011PTC219758

Registered Office: WZ- 106/109, Rajouri Garden Extension, New Delhi-110027

Website: www.livpurewater.com

You shall, from time to time, during your employment hereunder fully disclose to the company the progress of investigations and of any discoveries you may make yourself or in conjunction with other officials or non-official with regard to any improvement, invention or discovery arising out of or in connection with the said employment, you shall forthwith disclose to the company a full and complete description of the nature of the said improvement, invention or discovery and the mode of performing the same.

The copyright for all developed work/document/ material/ product shall belong to Luminous Water Technologies Pvt. Ltd. and shall have a copyright notice in the name of Luminous Water Technologies Pvt. Ltd.

Each employee who contributes copyrighted materials to Luminous Water Technologies Pvt. Ltd. shall retain the copyright ownership of its original work, while at the same time granting Luminous Water Technologies Pvt. Ltd. a non-exclusive, irrevocable, worldwide, perpetual, royalty-free license under the employee's copyrights

Upon submission of the work Luminous Water Technologies Pvt. Ltd. is permitted to reproduce, distribute, publish, display, perform, and create derivative works based on the original work.

SECURITY

You will not give to any unauthorized person by word of mouth or otherwise particulars or details of our processes, operational plans, administration, technical know-how and organizational matters pertaining to the company, its associates or dealers that you may be in knowledge of during and by virtue of your employment by the company. You shall both during and after your employment take reasonable precautions to keep such information secret.

PROBATION

The employee shall be considered a probationary employee for the first 6 months of employment. The company reserves the right to extend the probationary period if necessary for another period of 3 months or part thereof. Upon the employee's successful completion of the probationary period, the employee shall be treated as a regular. Unless communicated by the company in writing the employee shall be deemed to be on probation. Failure to successfully complete the extended probationary period may result in termination of employment by the company. The decision of the company shall be final and binding.

SEPARATION FROM THE ORGANISATION

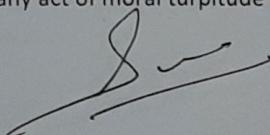
TERMINATION

Company may terminate your employment immediately, with or without notice, on the occurrence of:

- Violation of the Company's policy by you
- You are unable to meet the Company's performance standards

Violation of the Company's policy by you is governed by and not restricted to underlined causes:

1. Embezzlement (Fraud/Cheating), intoxication or drug abuse, unauthorized absence in excess of the Company leave policy
2. Unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information,
3. Gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company
4. Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding
5. Involvement in any act of moral turpitude



RESIGNATION

You will be governed by the Company's Separation Policy as outlined in the Employee Policy Manual. You can also resign from the services by giving **1 months' notice period** (duration of notice depends on the employee grade) or by paying the salary for the remaining period. All resignation applications have to be forward to functional head and the HR department.

Consequences

Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return to the Company:

- a) Any property belonging to the Company, such as laptop, computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and
- b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents. You will also have to handhold and guide the next subordinate/ colleague, in charge of the responsibilities handled/managed by you

VERIFICATION

This Employment agreement is issued to the Employee on the basis of information furnished by Employee about himself/herself. If any of the details or information furnished in the employees' application form is found to be incorrect or if it is found that the Employee has concealed or withheld any essential details, the employment is liable to be terminated on that score with immediate effect with or without any notice or compensation

GENERAL RULES & REGULATIONS:

In general matters, including those not covered specifically by this letter such as Provident Fund, ESI, Leave facilities, traveling etc. you will be governed by such rules as may be applicable to employees of your category in the company from time to time.

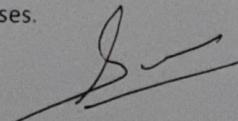
You will not without prior permission of the management carry on any business or enter for any part of your time in any capacity or be employed by any other firm, company or person whether honorary, remunerator or otherwise. You will devote your whole time & attention in discharging your duties with a high standard of initiative, efficiency, and economy.

If at any time in the company's opinion, which will be final in this matter, you are found guilty of dishonesty, disobedience, and insubordination, and disorderly behavior, negligence or of conduct as becoming detrimental to the interest of the company your services are liable to be terminated without notice.

You shall keep the Management informed of any change in your residential address, civil & marital status & such matters. A notice served by post to the last address known to the management shall be deemed to have been personally served on you

Employee is not authorized to represent the Company at any public forums, press meetings/conferences or publish articles in magazines/newspapers unless otherwise authorized by the competent authority as decided by the Management from time to time for the purpose. Any views expressed in your personal capacity will be treated as of the Employee and not that of the Company. The Company will not be responsible or liable for any claims that may arise out of such views.

Notwithstanding anything to the contrary this appointment letter will be treated as having been concluded at New Delhi for all practical purposes.



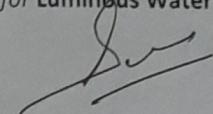
RETIREMENT

You shall retire on the attainment of 58 years unless specially required by the company in writing to continue in service beyond this age.

We would appreciate your confirming acceptance of the above terms by signing the duplicate copy of this letter, which is enclosed, and returning it to us.

Thanking you,

Yours faithfully,
for Luminous Water Technologies Pvt. Ltd.



Saurabh Sinha
Sr. Manager – Human Resources

(Terms & Conditions Accepted)

Name: Anshuman Singh

Date: _____

Place: _____

Compensation Structure

SAR

Name **Anshuman Singh**
 Designation **Service Coordinator**
 Company **Luminous Water Technologies Pvt. Ltd.**
 Effective Date **30 Jul 2015**

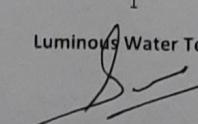
A Monthly Emoluments		Monthly	Annualized
1	Basic Pay	6,600	79,200
2	House Rent Allowance	2,640	31,680
3	Special Allowance	2,216	26,592
4	Transport Allowance	1,600	19,200
5	CEA	Rs 100 per child per month(max 2)	
B Reimbursement		13,056	156,672
6	Medical Reimbursement	Ceiling of Rs 15000 per annum	-
7	Car Hiring	Hatch back - Rs.12 K / Sedan - Rs.20 K p.m.	-
8	Driver Allowance	Cash receipt from the Driver	-
9	Petrol / Vehicle Maintenance	Submission of bills mandatory	-
10	Books / Periodicals	Limit of Rs.1000/- p.m.	-
11	Landline at Residence	Limit of Rs.1000/- p.m.	-
12	Business Development	Submission of bills mandatory	-
13	LTA	8.33 % of annual basic	-
C Statutory Benefits			
14	Provident Fund	Employers Contribution	792
15	ESI	Employer Contribution@4.75%	621
16		Employee Contribution @ 1.75%	229
17	Bonus	8.33 % annual basic	550
D Gross CTC		1,963	23,553
		15,019	180,225
E Variable Pay (as per variable policy)			
19	Variable pay		-
TOTAL COST TO COMPANY (CTC)		15,019	180,225

ADDITIONAL BENEFITS:

- Group Personal Accident Insurance coverage for employee, as per company policy.
- Coverage under Group Gratuity Scheme

NOTE:

- 1 Statutory deductions such as PF, TDS etc. will be applicable as per norms. Employer's contribution of PF will be directly deposited in employee's PF account.
- Luminous Water Technologies Pvt. Ltd.



Saurabh Sinha
Sr. Manager - Human Resources