



Letter of Appointment

Date: 11th Sept 2018

Pradip Gurappa Chavan

Renuka Residency, Karvenagar Canal Road Lane No 4,
Pune, Maharashtra, 411052

Dear **Pradip Gurappa Chavan**

This has reference to the discussions you had with us. We are pleased to offer you the position of “**Jr. Software Developer**”, on the following terms and conditions:

1. Your joining date will be from **3rd Oct 2018**. You will be paid a consolidated salary of **Rs. 4,50,000/- (Rupees Four Lakh Fifty Thousand Only) Per Annum**. You will be entitled to further review of your compensation as per the company practice. This will be linked to your performance and will be at the discretion of the management.
2. a) This order of appointment can be terminated on either side by giving one months’ notice or payment of salary (basic) in lieu thereof.
b) The Company reserves the right to terminate your services without assigning any specific reason whatsoever for such termination by giving you a one months’ notice in writing or an equivalent of one months’ salary in lieu thereof.
c) The Company also reserves the right to terminate your services without any notice or salary in lieu thereof on the grounds of misconduct, or even in the case of reasonable suspicion of misconduct, disloyalty, commission of any act involving moral turpitude, or any act of indiscipline or inefficiency or for loss of confidence.
3. Initially, you will be posted at Pune and report to the person nominated by the company. However, your services could be transferred to any other Departments / Divisions / Factories of the Company, anywhere in India. Notwithstanding your initial appointment in this Company, your services may be assigned by the Company to any other Company of the Pride Group. You may also be assigned such



other duties as may become at the discretion of the Management in any Branch or Office of the Company and/or its subsidiaries or to any of its other Associate Companies.

4. This appointment is subject to your being medically examined and found fit. The Management has the right to get you medically examined by any qualified medical practitioner during the tenure of your service. In case you are found medically unfit to continue with the assignment for which you have been employed, you will lose your lien on the job.

5. This appointment is also subject to a satisfactory report from your former employers, based on the references given by you.

6. You will automatically retire from the service of the Company on attaining the superannuating age of 58 years. You will be expected to provide acceptable evidence of your date of birth at the time of joining the company.

7. In the event of the State/Central Government enacting any law conferring the same or similar benefits as extended to you under this letter, you would be entitled to such benefits which are more beneficial of the two, but not both. This shall be at the discretion of the management.

9. You are required at all times to maintain the highest order of discipline and secrecy as regards the work of the Company and/or its Subsidiaries or Associate Companies, in case of any breach of discipline/trust, your services may be terminated by the company with immediate effect. You are also required to sign the Secrecy Agreement upon your joining. All inventions, improvements, discoveries made by you either alone or with other persons, will become the sole property of the company. You will ensure that patent protections are obtained for such inventions/improvements and discoveries in India or elsewhere and assign the same to the company.

10. You are required to devote your total attention and abilities exclusively for the business of the Company. You will respect, obey and conform to all the regulations from time to time framed and issued by the Company and made applicable to you. You shall not, while in the employment of the Company, be engaged in any other employment, conduct business whatsoever or hold any office of profit or accept any other emoluments without previous consent in writing of the Company. Breach of this condition could lead to immediate termination without notice.



11. During the course of your employment and if the nature of your business so requires, the Company may send you for specialized training within India or overseas in order to enable you to perform more effectively. In such an event you will be required to execute a training bond with the Company.

12. This offer of employment is based on the information furnished in your application for employment. If, at any time in future, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been withheld then your employment based on this letter of appointment is liable to be terminated without notice or any compensation in lieu thereof.

13. The emoluments/benefits due to you will be liable/subject to tax in accordance with the provisions of the Income Tax Act and Rules made thereunder as also other applicable laws, if any, as may be in force from time to time.

14. Your appointment is with effect from the date of joining.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Pride Group, we wish you good luck and a very bright career with us.

Best Regards,
Pride Technologies

Pallavi Singh
Head – Human Resource



Name : Pradip Gurappa Chavan

Designation: Jr. Software Developer

Annexure-1

	Yearly	Grand Totals	Monthly	Grand Totals
Gross Salary	4,50,000		37,500	
Basic	1,35,000		11,250	
HRA	90,000		7,500	
City Compensatory All	1,35,000		11,250	
Conveyance	9,600		800	
Special Allowance	80,400	4,50,000	6,700	37,500
Less : Deduction				
Medical Insurance	9,360		780	
Professional Tax	2,500	11,860	200	980
Net Salary Payable		4,38,140		36,520
Add Performance Bonus		18000		
		4,56,140		