

THETA CONTROLS

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Email: sales@thetacontrols.com Website : www.thetacontrols.com

THETA

Ref: TCE/AE/Stg-1/BKK

Page 1 of 2

March 14, 2018

To,

Mr. Jignesh Kapuriya,

Subject: Your Appointment to the Probationary Post of Sr.Application Engineer,Networking

We are pleased to appoint you to the probationary post of Sr.Application Engineer,Networking on terms given below:

1. Your induction sequence and compensation will be as follows:
 - 1.1 Probationary period: 2 to 3 month from date of joining. Your per month total compensation during this period will be as per discussion.
 - 1.2 On completion of your training, passing of post-training tests and satisfactory work performance during this period, you will be confirmed to the post of Sr.Application Engineer,Networking.
2. The total monthly compensation includes Basic, Conveyance Allowance, HRA, Education Allowance, and Medical Allowance. Detailed breakup of these will be indicated to you separately.
3. During the probationary period either side is free to terminate the service without any notice, and without salary in lieu of such notice.
4. At the end of the probation period, if your work performance comes up to the company's expectations, your position will be confirmed in writing. Such confirmation is not automatic, but depends on your performance.
5. After confirmation, 30 days notice is essential on either side to terminate the service or 30 days salary in lieu of such notice by Employer's side or 60 days salary in lieu of such notice by Employee's side. "Salary" in this context will be taken to be consolidated monthly compensation, including all components, listed above
6. Your services will be governed by the Company Rules as existing now, and which may be altered / added / deleted in future.
7. During your employment with us, you will not engage yourself in any activities that may prove harmful to the company's interests, or leak, either directly or indirectly, any information that may prove detrimental to the company's interest. If found doing so, your services are liable to be terminated immediately.

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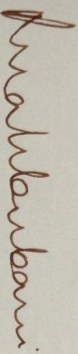
Ref: TCE/AE/Stg-1/BKK

Page 2 of 2

8. During your employment with us, you are liable to be transferred to any place of business of Company as existing / operating presently or acquired later in any part of India or abroad at any time. You are also liable to be deputed to any work or assigned the work of any Associate / Sister Concerns / Subsidiaries or any other Companies / Concerns / Organizations / Firms with whom the Company may make such arrangement or agreement. During such transfer your service will be governed with existing rules of that particular organization

Joining date is March 14, 2018

As a token of acceptance, please sign and return the second copy of this Appointment Letter.



Raja Mahubani
Chief Executive
Theta Controls

Mr. Jignesh Kapuriya,
Signature:
Name: