

20th February 2020

Offer Letter

Dear Mr. Himanshu Nirwan

Congratulations and Welcome to Solar91 Cleantech Pvt Ltd.

Subsequent to interview held with us we are pleased to issue a letter of intent on the terms set in.

- You are being offered the position of **Graduate Engineer Trainee**.
 - You shall join the company on 18th March 2020.
1. **SALARY AND ALLOWANCE** – As an employee of the company you will receive 1.2 Lakh per annum as a fixed salary for three months (Internship Period). After 3 months you will receive 1.8 Lakh per annum as a fixed salary and incentives according to your performance in internship. PF, ESI & TDS will be deducted from your fixed part of salary if applicable. This will be payable to you in accordance with the current payable standards of the company.
 2. **EFFECTIVE DATE OF APPOINTMENT** – Your actual date of joining shall be considered for the same.
 3. **PROBATION** – You will be on probation for a period of three months from the date of commencement of your full time duties. Your confirmation will be subject to satisfactory performance during the probation period.
 4. **TRANSFER** – You are liable to be transferred from one department to another, one section to another, one branch to another, one establishment to another or to any of our associate companies in India, existing today or to be started at any time subsequent to your employment.
 5. **FULL TIME EMPLOYMENT** – This is a full time employment and therefore you shall devote full time to the work of the company and will not undertake any direct/indirect business or work, honorary or remunerated, except with prior written permission of the management in each case.

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6. **SECRECY** - The employee shall not during the employment or thereafter divulge or disclose to any person confidential information, dealings transactions, agreement or affairs of the company or its clients or customers who have, or may have, come to the employee's knowledge during the period of Employment.
7. **MEDICAL FITNESS** - This appointment and its continuance is subject to your being found and remaining in sound physical and mental health. As and when required you shall report for any medical examination to a qualified doctor as recommended /appointed by the company.
8. **RESIDENTIAL ADDRESS**-Your has given in application form will be deemed to be correctfor thepurpose of sendinganycommunication to you. Incase ofanychange in your address you will inform to management about the same, in writing.
9. **TERMINATION**-Your services may be terminated in case of your unsatisfactory work. Poor performance and your activities which are detrimental to company's reputation or causing financial loss. Upon termination of employment all company documents, information and property, business cards, office keys must be returned to the office prior to leaving.
12. **CODE OF CONDUCT** - The employee will be bound by the company's rules & regulation andare required tooobserve the company's code of conduct. The office policies, procedures and other direction as issued by the management shall from an integral part of this code conduct.
13. **RESTRICTIVE COVENANT**- The employee shall not except with the prior written consent of the company either personally or byhis agent directly or indirectly.
 - I. You shall not terminate your employment without giving 3 months' notice in writing or salary in lieu of such notice.
 - II. Undertake or involve inany assignment or work in the nature of solar power plant consultancy or which is in competition with the company, during the tenure with company or till two years after leaving the company.
 - III. Induce or attempt to induce any person, firm or company which is or has become a client or customer of the company, during the tenure with the company and thereafter.
 - IV. Enticeaway anypersonwhoisorhasbecome anemployee of thecompany, during the continuance of the employment.
 - V. Enter intopartnership, employmentoranyother type ofassociation with any associate, partner or director of the company, during the tenure of employment or 2 years thereafter.

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- VI. The database, records, documents and other papers of the clients or prepare by the company will be absolute property and employee shall not be entitled to take away these outside the company premises without written consent of the management of the company.
- VII. If you leave the organization after your joining without any intimation or NOC from the management you will not receive any due payment/ dues will be forfeited.
14. DOCUMENTS- On the day of reporting you are required to bring the asked documents for our records. Your appointment on the joining date.
15. LAWS OF INDIA - Any dispute or legal matter relevant to this employment shall be decided according with law & subject of jurisdiction for such matters will be in Jaipur only.

Please ensure that all the documents submitted by you and the details provided to the company are authentic and accurate. In the event the said particulars are found to be incorrect or that you have concealed some other relevant facts, your appointment in the company shall stand cancelled without any notice. Your appointment and continuance in employment is also subject to our receiving a satisfactory independent reference check.

The terms of your employment with the company may be revised as per the prevailing policies of the company with prior notice to you.

Please submit to us the written acceptance of this offer by signing the second copy of this letter.

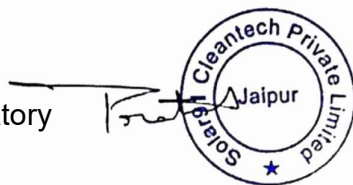
We welcome you at **Solar91 Cleantech Pvt Ltd** and look forward to your continued growth with us. We are sure you will enjoy being part of the Team.

Yours Sincerely

For Solar91 Cleantech Pvt Ltd

I accept the terms and Conditions of this offer

Authorized Signatory



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Ph: +91-141 410 9074
Web: www.solar91.com
E-mail: info@solar91.com

Registered Address:
E-10/90, Chitrakut Yojana, Vaishali Nagar
Jaipur - 302012, Rajasthan

Corporate Office:
1st Floor, C-5, Bapu Nagar,
Jaipur-302015, Rajasthan



Documents required at the time of joining

We request you to bring following documents at the time of joining the company as they are mandatory for our records and are necessary for the completion of joining formalities.

- ✓ Photocopy of Class 10th Mark sheet
- ✓ Photocopy of Class 12th Mark sheet
- ✓ Photocopy of graduation certificate or consolidate mark sheet of all the years
- ✓ Photocopy of any post graduate course/ diploma/ professional degree certificate (if applicable)
- ✓ Supporting documents of past experience (Experience letter/ Relieving letter/ appointment letter/ offer letter From all the previous employer)
- ✓ Acceptance copy of resignation letter from present company
- ✓ Photocopy of payslip/ Salary certificates received from last company for the year 2015-2016
- ✓ Four recent passport size photographs
- ✓ PAN Card copy
- ✓ Identity card and Address Proof.

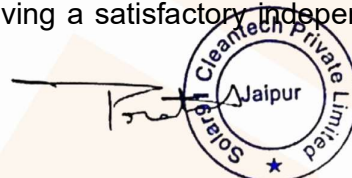
Kindly carry the original of

If you are awaiting results, please carry the past years mark-sheet and admit card for the final year examination.

The documents are required to be submitted within 7 working days of joining except relieving letter, which can be submitted within one month of joining.

In case, Documents are not submitted within stipulated time, circular will be issued as a final reminder post which repetition will amount to termination.

Please ensure that all the documents submitted by you and the details provided to the company are authentic and accurate. In the event, the said particulars are found to be incorrect or that you have concealed some other relevant facts, your appointment in the company shall stand cancelled without any notice. Your appointment and continuance in employment is also subject to our receiving a satisfactory independent reference check.



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