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December 1st 2002

Mr. Minaketan Behera

AT : Rajabagicha Labour Colony

Plot No. – L/5

P.O. – Telenga Bazar

Cuttack – 753009

Dear Mr. Behera

Re : Letter of Appointment.

We are pleased to appoint you as **State Co-ordinator** December 1st, 2002, subject to your medical report being satisfactory.

- a) Your basic salary is fixed at Rs.6900/- per month.
- b) You will be eligible to draw **House Rent Allowances** 20% of your basic salary per month.
- c) You will be eligible for a **Field Allowance** 20% of your basic salary.
1. In view of the salary structure outlined above, the following will be the principal terms and conditions of your service with the Company.
 - 1a) You will be on probation for a period of six months, which period may be extended at the sole discretion of the Company.
 - 1b) Upon successful completion of your probation period, you may be confirmed in the service of the Company, Until you are confirmed in writing, you will be deemed to be on probation irrespective of whether your probationary period has been extended or not.
 - 2a) During the period of probation, your services can be terminated at any time without assigning any reasons therefore and without any notice.

- 2b) Unless hereafter provided to the contrary, your services can be terminated after one month's notice or by paying one month's basic salary in lieu thereof.
- 2c) You shall not leave the service of the Company without giving one month's notice in writing or basic salary in lieu thereof.
3. During the period of your employment with us :
- a) You will not engage, or have an interest directly or indirectly in any other occupation, business of employment whatsoever without the previous consent in writing of the Company and you will devote your time, attention and abilities exclusively to the performance of your duties.
- b) You shall always conform to the rules and regulations of the Company and put in your best endeavours to promote the interest of the Company. You will at all times obey and execute all lawful orders which may be given to you.
- c) You will not, whether during the period of your services with the Company or thereafter, disclose, divulge or communicate to any other person or persons, any information relating to the business of the Company or to the methods, processes, equipment, used by them or to any experiments made by them or any other person in their employment.
- d) You will be governed by the Standing Orders and or other rules and regulations of the Company (a copy of which if you wish, you can inspect in the office) which are in force at present and which may be altered, modified, amended, changed or replaced from time by the Company.
- e) You will keep the Company informed about any change in your residential address or civil status.
4. If during the period of your service, the Company comes to the conclusion that you have committed any misconduct or have acted in a manner which is detrimental to the interest of the Company, your services are liable to be terminated without any notice.

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5. Your hours of work will be regulated to suit the duties entrusted to you.
6. You will be responsible for the keeping and return in good condition and order all the property of the Company such as material, manual, equipment, instruments, questionnaire drawing, books etc. which may be in your custody, use care or charge. In case of failure to account for such property to the satisfaction of the Company, we shall have the right to deduct the money value of all such things, articles etc. from any dues that may be payable to you.
7. The Company at its sole discretion can transfer you to other department, office, establishment or factory of the Company throughout India existing now or that may be set up or acquired at a further date without any extra remuneration and consequent upon such transfer you shall be governed by the rules and regulations of the office, establishment, or factory to which you are transferred.
8. Your continuance in service is subject to your remaining and being found medically fit by the Company whose decision shall be final and binding on the parties.

You are requested to sign the duplicate copy of this letter in token of your acceptance of the above terms and conditions.

Yours sincerely,

For HANSA RESEARCH GROUP PVT. LTD.


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Authorised Signatory

I hereby accept the terms and conditions of appointment :

Signature ..*Minaketan Behera*..

Date : ..*05/12/2002*.....