

Ref: EEC/HIR&ADM/2019-20/A/41

03rd June 2019

Mr. ANGIKULA VENKATA SHIVA SAI AKHIL
S/o Mr. A Srinivas Rao
H-No. 21-25/SF3, Yerradla Residency, Maylurai Centre Gollapudi,
Dist. Krishna (Vijayawada Rural), AP -521225

Subject: Appointment for the position of "Graduate Engineer Trainee"

Dear Mr. ANGIKULA VENKATA SHIVA SAI AKHIL

With reference to your application and subsequent interview with us, we are pleased to appoint you as "Graduate Engineer Trainee". Its great pleasure as you join our Organization and we promise to provide you a great work experience here.

The following are the organization's rules and guidelines:

1. You will be paid a package of Cost to Company (CTC) of Rs. 1,92,060/- (One lakh ninety-two thousand sixty rupees Only) Per Annum including all allowances effective from the date of 03rd June 2019.
2. You will be assigned to the duties and responsibilities in concern with your qualifications, skills and management's decision.
3. Head Office/Site work: Your present place of work will be at Place, but during the course of the service, you shall be liable to work in the Site Projects or any other establishment in India or outside, at the sole discretion of the Management.
4. **Probation/Confirmation:** You will be on a probation period for ONE YEAR. Based on your performance, your services will be confirmed with the company in written after ONE YEAR from date of joining.
5. During the probation period your services can be terminated with thirty (30) days' notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed with designation as **Asst. Engineer** and your CTC will be revised based on your performance appraisal and thereafter your services can be terminated as per ECLAT PERSONNEL MANAGEMENT MANUAL.
6. Absence for a continuous period of seven days without prior approval of your superior, (including overstay on leave / training) would result in administering disciplinary action including the termination from services without any notice or intimation.

[Handwritten Signature]

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M/s. ECLAT ENGINEERING CONSULTANTS

Office: #2/B, Near Indian Oil Petrol Pump, ORR Junction, NH-9, Pedda Amberpet, Hayat Nagar,
Hyderabad- 501505, Telangana.

Contact Info : +91 40-29708233 | www.eclatengineering.com | info@eclatengineering.com

7. During your employment you will be entitled to 18 working days leave each year (12 days of Earned Leave (EL) & 6 days of Sick Leave (SL)). Leaves will be credited on a monthly basis. At the beginning of each month, you will be credited 1 EL+0.5 SL for the current month. You will also be entitled to 15 paid public holidays and 2 optional holidays per year (however, these numbers may vary for each calendar year and the same will be notified by a circular), if they fall on days you normally work.
8. During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.
9. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Company's policies Company's patterns & Trade Mark and Company's Human assets profile.
10. You will be required to comply with all such rules and regulations as the Company may frame from time to time as stipulated in ECLAT PERSONNEL MANAGEMENT MANUAL.
11. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
12. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
13. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
14. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.



15. 'ECLAT PERSONNEL MANAGEMENT MANUAL' would be considered as final in case of conflicting terms/terminology associated with these prescribed 'Terms & Conditions'.

16. 'ECLAT PERSONNEL MANAGEMENT MANUAL' may keep on update/ modified by management in the processes of betterment or policies taken by the organization. The final version of ECLAT PERSONNEL MANAGEMENT MANUAL will be the applicable for reference.

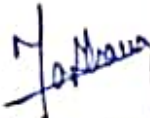
Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We welcome you to ECLAT family and we are look forward to a fruitful collaboration.

With Best wishes.

Thanking you,

Yours faithfully,
For M/s. Eclat Engineering Consultants,

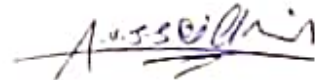


(Madhava Reddy N)
Head (HRD & Admin.)



I have understood and unconditionally accept the terms and conditions of this letter and abide the same.

Signature



(AVS SAI AKHIL)