



# Yashmun Engineers Limited

(ISO 9001 : 2008 COMPANY)



YEL/ADM/EMP/FD/ 1 0 6 3

Date : 01/06/2017

**Name of Projects : Sterlite- RAPPL, Madhya Pradesh and Rajasthan / Torrent Group,  
Surat/Ahmedabad/Dahej, Essar Group, Hazira and CGPL, Mundra.**

Mr. Sachin Shilvant Singh,  
Vill : Mahuvari, PO : TSL Naini,  
Allahabad, U.P. – 211010.

## CONTRACTUAL APPOINTMENT

With reference to your application and the subsequent interview, you had with us, you are appointed as “**Site Engineer**” purely on Contractual basis to work for our new projects for Hot Line Washing-cum-Switchyard Maintenance and Transmission line Maintenance upto 400KV undertaken by the Company at Sterlite-RAPPL, Madhya Pradesh and Rajasthan / Torrent Group, Surat/Ahmedabad/Dahej, Essar Group, Hazira and CGPL, Mundra, on the following terms and conditions.

1. Your employment will commence on and from 01/06/2017.
2. Your salary/wages will be Rs.9,100.00 + HRA Rs.910.00 (10%) + Other Allowances Rs.7,990.00 per month.
3. Your working hours and duty shall be decided by the Engineer-In-charge with a weekly off in a week. You shall have to work in shifts as and when called upon to do so.
4. The duration of your employment is for a period of one year from 01/06/2017 to 31/05/2018 or till the completion of the project whichever is earlier.
5. You shall be entitled for leave as applicable as per Company policy - Paid Holidays – 26<sup>th</sup> January, 1<sup>st</sup> May, 15<sup>th</sup> August & 2<sup>nd</sup> October only.
6. Period of your employment may be extended by the Company for such duration, as may be found necessary.
7. Your services will automatically stand terminated on the expiry of the period mentioned herein above i.e. 31/05/2018 (after office hours), and in the case of extension, thereof, the expiry of extended date or on completion of work whichever is earlier.


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8. If you remain absent without proper authorization or intimation from the project for more than 7 days, we shall take it for granted that you are not interested in continuing in the project employment and the Company has the right to take a replacement in your place.
9. You shall inform your In-charge two weeks in advance, incase you require any leave.
10. Your services can be terminated at any time during the initial or the extended period by one month's notice on either side.
11. During the period of your employment, if your performance is not found to be satisfactory or if your services are otherwise not required by the Project the same will be terminated as per the service rules as applicable to you.
12. You shall be governed by the service rules and conditions, applicable to the said Project, as in force and amended or altered or modified from time to time.
13. Accommodation will be provided to you by the Company. Any sort of damage to the rooms provided to you, shall be recovered from your salary at site.
14. If you resort to unlawful practices such as go-slow, intermittent stoppage of work, the Company shall be free to make proportionate deductions from your wages apart from taking disciplinary action in that behalf.
15. Safety rules are to be followed by you at site. Incase, any penalty is levied on the Company for breaking the safety rules, the same shall be recovered from your salary.
16. You are liable to be transferred to any of our other Divisions, work sites, etc. without any additional allowances, remuneration or other benefits.
17. You shall keep us informed of any change in your residential address or civil status during the tenure of your training period employment with the Company.

If the above offer and the terms and conditions are acceptable to you, please sign the duplicate copy of this letter and as a token of acceptance and return the same to the undersigned for our records.

Yours faithfully,  
For YASHMUN ENGINEERS LIMITED.



(V.N.DIXIT)  
Vice President  
Accts & Admn.