

**Air India Engineering Services Limited: Northern Region**  
**(A Wholly Owned Subsidiary of Air India Limited)**

"Personnel Department"  
Aerocity Complex, 1<sup>st</sup> Floor  
Old Airport, New Delhi-110032  
Telephone No.25852424/25852447

To

Ms. Divya  
D/o Sri Shyam Narayan  
H.NO - 9, Raj Bhag Over, Anandpur  
P.O. Nalhabad Dist. Ghazipur  
UP-201095

Ref. No. - AIESL- HR/NR./295

Date: 21<sup>st</sup> February, 2018.

Sub: Offer of appointment as Ty. A/c Technician on Fixed Term Employment basis.

With reference to your application for appointment to the post of Trainee Aircraft Technician and subsequent written test held on 29<sup>th</sup> January, 2017, we are pleased to offer you appointment as Trainee Aircraft Technician on fixed term employment (FTE) basis for an initial period of 05 years commencing from the date of taking over charge.

2. You will be required to execute a Service Agreement on Non - judicial stamp paper of Rs 100/- (One Hundred Only) to be attested by a First Class Magistrate or Notary Public with notarial stamp affixed thereon. Your employment in the company will be governed by the terms and conditions as mentioned in detail in the Service Agreement.

3. Your appointment is provisional and is subject to fulfilling the eligibility criteria, being found medically fit, and further verification of documents pertaining to qualification, experience and caste as applicable. Further, at any stage, even after your appointment, if verification reveals that you do not possess the laid down eligibility criteria for the post or that your caste certificate is found to be false or not genuine or if it is found that you do not belong to the category as declared by you, your employment will be terminated forthwith without any notice.

Candidates belonging to OBC Category must submit a duly attested photocopy of Non-Creamy Layer certificate issued in current financial year in the format as prescribed by Government of India and issued by the Competent Authority. The certificate, inter-alia, must specifically state that the candidate does not belong to socially advanced sections excluded from the benefits of reservation for OBC in civil posts and Layer Excluded class. The Certificate should also contain the Creamy Layer exemption clause. The Certificate produced by the candidates of OBC Category should be as per Central List of OBCs published by the Government of India and not as per State List."



4. **Training:** You will be required theoretical and practical training for duration of one year in the company's Training School and Workshops for the job of Aircraft Technician. After successful completion of the training, you may be posted at outstations as per requirement of the company.

5. **Leave:** You will be entitled to 15 days casual-leave during the training period. You will also be entitled for 21 days Vacation Leave which can be availed of by you only on successful completion of the training period.

6. **Stipend:** You will be paid a lump sum stipend of Rs.15,000/- per month during your training period.

7. **Other Benefits:** During the period of your training, you will be eligible for medical facilities as per policy of Air India Engineering Services Ltd. (AI ESI) and except that, you will not be entitled to any other benefit including any allowances whatsoever, provident fund, gratuity, ESI, bonus etc. during the training period. However after completion of training, you will be awarded the benefits of PF & ESI if applicable, gratuity etc.

8. **Medical Fitness:** Your appointment will be subject to your being declared fit by our Medical Officer at (Region).

9. **Indemnity:** You will be required to pay to AIESL liquidated damages of Rs.3, 10,000/- (Rupees Three Lakhs Only) in consideration of your training by AIESL under the following circumstances:

- i. If you discontinue the training service;
- ii. If your appointment is terminated for misconduct;
- iii. If you remain unauthorisedly absent for more than 15 days;
- iv. If you fail to serve AIESL for at least a period of 2 years after appointment as Aircraft Technician.

In this regard, you are required to execute the indemnity bond on non-judicial stamp paper of Rs 100 (Rupees One Hundred Only) prior to joining as Trainee. The indemnity bond which would be required to be executed by you and your surety in the presence of two witnesses is attached herewith. The signature on the indemnity bond should be attested by a First Class Magistrate or Notary Public and to make the attestation, the Notary Public, the attestation should be for correct as endorsement from the Notary Public, to the effect that you and the surety are personally known to him and have signed in his presence. The Surety should be a Gazetted Officer of Central or state Government or an Income Tax Payer or a Property Holder (with proof of property to be furnished alongwith the bond).


10. **Relationship:** During the period of training you will be an Apprentice and you will not be considered as "in service" with AIESL, and all the terms and conditions of your appointment will be treated accordingly.



11. **Termination:** AIESL may terminate your appointment at any time during the period of training at their sole discretion if your progress is found to be unsatisfactory. AIESL may also terminate your appointment during the training period without assigning any reason whatsoever by giving 15 days notice in writing. In case of continuous unauthorized absence by you for 15 days, AIESL may treat such unauthorized absence as termination of this appointment.
12. **Appointment:** On successful completion of the training, you will be absorbed as Aircraft Technician in AIESL in a consolidated pay of Rs.20,000/- (under revised) per month and governed by other terms and conditions of service as applicable to such Technicians from time to time.
13. **Acceptance of Appointment:** If the above terms and conditions are agreed to by you, you are required to return the attached duplicate copy of this offer within 10 days from the receipt of the letter, along with the attestation forms, personal data form and character certificates, duly attested by two junior officers, in token of your acceptance, failing which this offer of appointment will stand cancelled automatically. The acceptance of this offer by you will constitute an agreement between you and AIESL.
14. **Reporting:** If the appointment is acceptable to you and you are declared medically fit, you will be required to report to Regional Maintenance, IMF Building, ICB Airport Terminal-2, but no travelling allowance whatsoever, will be admissible to you for joining duty. The date on which you will be required to join duty will be intimated to you, and to extent of joining time will be granted.

Further, if you are already employed in any Govt./Semi-Govt./Public Sector Undertaking/Private Organization, you are advised to bring along with you the release certificate from your present employer at the time of joining.

Yours faithfully,  
for Air India Engineering Services Limited,

  
Suresh Kumar Meena  
Assistant General Manager (Personnel)

CC: Asst. General Manager (Person), Aviation Complex, New Delhi  
CC: GM (Engg), AIESL, Aviation Complex, New Delhi  
CC: Chief of Finance, AIESL, Batten Baglan, Rohtak  
CC: Regional Security Head, IAE, Air GSD Bldg., Terminal-2, IGSA  
CC: Dy. GM (Engg. IE), AIESL, Aviation Complex, New Delhi  
CC: Sr. AGM (ITSI), AIESL, KJA (PALAM)









2. WARRANTY

The Contractor warrants that the work, materials and equipment furnished hereunder shall conform to the specifications and standards set forth in the contract documents and shall be free from defects in material and workmanship for the period of time specified in the contract documents.

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3. FORCE MAJEURE

The Contractor shall be relieved of its obligations under this Contract if, through no fault of its own, it is prevented, hindered or delayed in the performance of its obligations under this Contract by an event which is beyond its control and which is not reasonably foreseeable by the Contractor at the time the Contract is entered into. The Contractor shall be relieved of its obligations under this Contract if, through no fault of its own, it is prevented, hindered or delayed in the performance of its obligations under this Contract by an event which is beyond its control and which is not reasonably foreseeable by the Contractor at the time the Contract is entered into.

4. ASSIGNMENT

The Contractor shall not assign, subcontract or otherwise dispose of its obligations under this Contract without the prior written consent of the Employer. Any assignment, subcontract or other disposition of the Contractor's obligations under this Contract shall be void and of no effect if made without the prior written consent of the Employer.



5. ASSIGNMENT OF RIGHTS AND OBLIGATIONS

5.1. ASSIGNMENT

Handwritten signature and date: 21.05.2024

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Handwritten signature

Official stamp: Ministry of Public Works and Urban Planning, Ankara, Turkey

4.1 The Employee shall not be deemed to have accepted any offer of promotion or transfer or any other benefit or advantage offered by the Company unless it is made in accordance with the rules and regulations of the Company or the offer is made in accordance with the rules and regulations of the Company.

4.2 The Employee shall not be responsible and accountable for the loss of or damage to any property of the Company or the loss of or damage to any property of the Company.

4.3 The Employee shall not be responsible and accountable for the loss of or damage to any property of the Company or the loss of or damage to any property of the Company.

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4.5 The Employee shall not be responsible and accountable for the loss of or damage to any property of the Company or the loss of or damage to any property of the Company.

**5. SIGNATURE**

The Employee agrees that he/she would be responsible and accountable for the loss of or damage to any property of the Company or the loss of or damage to any property of the Company.

4.1 The Employee shall not be responsible and accountable for the loss of or damage to any property of the Company or the loss of or damage to any property of the Company.

4.2 The Employee shall not be responsible and accountable for the loss of or damage to any property of the Company or the loss of or damage to any property of the Company.

**5.2 EMPLOYEE'S SIGNATURE**

The Employee will not be responsible and accountable for the loss of or damage to any property of the Company or the loss of or damage to any property of the Company.

**5.3 COMPANY'S SIGNATURE**

The Company will not be responsible and accountable for the loss of or damage to any property of the Company or the loss of or damage to any property of the Company.

**5.4 WITNESSES**

*Handwritten signature*  
20-05-2019



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Article 10. The Board of Directors shall have the right to elect or remove any member of the Board of Directors.

11. 20. REMOVAL

Article 11. The Board of Directors may remove any member of the Board of Directors at any time by the vote of a majority of the Board of Directors.

12. 21. CONDITIONAL SALE

Article 12. The Board of Directors may sell the assets of the Company in whole or in part to any person or entity, provided that the sale is approved by the Board of Directors.

(I) The Board of Directors may sell the assets of the Company in whole or in part to any person or entity, provided that the sale is approved by the Board of Directors.

(II) The Board of Directors may sell the assets of the Company in whole or in part to any person or entity, provided that the sale is approved by the Board of Directors.

(III) The Board of Directors may sell the assets of the Company in whole or in part to any person or entity, provided that the sale is approved by the Board of Directors.

(IV) The Board of Directors may sell the assets of the Company in whole or in part to any person or entity, provided that the sale is approved by the Board of Directors.



13. 22. RIGHTS OF COMMON STOCKHOLDERS

Article 13. The common stockholders of the Company shall have the right to elect or remove any member of the Board of Directors, to vote on any matter submitted to the stockholders for their consideration, and to receive dividends and other assets of the Company.

(I) The common stockholders of the Company shall have the right to elect or remove any member of the Board of Directors, to vote on any matter submitted to the stockholders for their consideration, and to receive dividends and other assets of the Company.

(II) The common stockholders of the Company shall have the right to elect or remove any member of the Board of Directors, to vote on any matter submitted to the stockholders for their consideration, and to receive dividends and other assets of the Company.

*[Handwritten signatures and dates]*

*[Handwritten signature]*

THE NATIONAL BUREAU OF SECURITIES AND EXCHANGE COMMISSION  
MANILA, PHILIPPINES

to the maximum extent of its power, authority, and jurisdiction, the Company will

indemnify and hold harmless the Contractor, its officers, directors, employees, agents, and subcontractors from and against all claims, damages, losses, and expenses, including reasonable attorneys' fees, that may be asserted against or incurred by the Contractor, its officers, directors, employees, agents, or subcontractors in connection with the performance of the Contract, whether or not such claims, damages, losses, or expenses are caused in whole or in part by the negligence of the Contractor, its officers, directors, employees, agents, or subcontractors.

**10. ASSIGNMENT**

10.1 The Contractor shall not assign, subcontract, or otherwise dispose of its rights or obligations under this Contract, in whole or in part, without the prior written consent of the Company. The right and obligation of the Contractor to perform the Contract shall not be assigned, subcontracted, or otherwise disposed of by the Contractor, its officers, directors, employees, agents, or subcontractors.

**11. TERMINATION BY THE COMPANY WITH CAUSE**

11.1 If the Contractor fails to perform its obligations under this Contract, the Company may, at any time, terminate this Contract, with or without notice, if the Contractor fails to perform its obligations under this Contract, in whole or in part, within the time specified in the Contract. The Contractor shall be liable for all costs and expenses, including reasonable attorneys' fees, incurred by the Company in connection with the termination of this Contract.

11.2 Upon termination of this Contract, the Contractor shall, at the request of the Company, return to the Company all equipment, materials, and other property owned by the Company and in the possession or control of the Contractor.

11.3 The Contractor shall be liable for all costs and expenses, including reasonable attorneys' fees, incurred by the Company in connection with the termination of this Contract.

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11.9 The Contractor shall be liable for all costs and expenses, including reasonable attorneys' fees, incurred by the Company in connection with the termination of this Contract.

11.10 The Contractor shall be liable for all costs and expenses, including reasonable attorneys' fees, incurred by the Company in connection with the termination of this Contract.



Handwritten signatures and dates, including '11/21/2013' and '11/21/2013'.

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NSPE logo and text: 'NSPE', 'NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS', '11/21/2013'.



- 11) ...
- 12) ...
- 13) ...

... of the ... ..

**14. THE ... ..**

The ... ..

14.1 The ... ..

14.2 On the ... ..

**15. ADMINISTRATION**

The ... ..

- i) ... ..
- ii) ... ..
- iii) ... ..
- iv) ... ..



**16. SIGNATURE**

*[Handwritten signature]*  
 No. 03/700/3

*[Handwritten signature]*

*[Handwritten signature]*

For the ... ..

...the way to build a better ... the way to build a better ... the way to build a better ...

13. Our ... the way to build a better ... the way to build a better ...

14. ... the way to build a better ... the way to build a better ...

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16. ... the way to build a better ... the way to build a better ...

14. ...

... the way to build a better ... the way to build a better ...



15. ...

... the way to build a better ... the way to build a better ...

16. ...

... the way to build a better ... the way to build a better ...

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Date: ...

*[Handwritten signature]*

*[Handwritten signature]*

... the way to build a better ... the way to build a better ...

**INTRODUCTION**

The Board of Directors of the Corporation and the shareholders of the Corporation have approved the following:

**1.0 PURPOSE**

The purpose of this agreement is to provide for the orderly and efficient operation of the Corporation and to provide for the protection of the interests of the Corporation and its shareholders.

**1.10 OBJECTS**

The objects of this agreement are to provide for the orderly and efficient operation of the Corporation and to provide for the protection of the interests of the Corporation and its shareholders.

**1.20 SCOPE**

This agreement shall apply to all persons who are or may be employed by the Corporation, whether full-time or part-time, and to all persons who are or may be engaged by the Corporation as consultants, advisors, or otherwise, and to all persons who are or may be engaged by the Corporation as agents, representatives, or otherwise.

**1.30 DEFINITION**

The terms used in this agreement shall have the meanings assigned to them in the definitions set forth in Article II hereof, unless the context otherwise requires.

**1.40 INTERPRETATION**

This agreement shall be interpreted in accordance with the law of the State of New York, and the provisions hereof shall not be construed to conflict with or to be limited by any other law, rule, or regulation of any governmental authority, including the Securities Exchange Act of 1934, the Securities Exchange Act of 1933, the Securities Exchange Act of 1938, the Securities Exchange Act of 1940, the Securities Exchange Act of 1942, the Securities Exchange Act of 1945, the Securities Exchange Act of 1948, the Securities Exchange Act of 1950, the Securities Exchange Act of 1952, the Securities Exchange Act of 1955, the Securities Exchange Act of 1958, the Securities Exchange Act of 1960, the Securities Exchange Act of 1962, the Securities Exchange Act of 1965, the Securities Exchange Act of 1968, the Securities Exchange Act of 1970, the Securities Exchange Act of 1972, the Securities Exchange Act of 1975, the Securities Exchange Act of 1978, the Securities Exchange Act of 1980, the Securities Exchange Act of 1982, the Securities Exchange Act of 1985, the Securities Exchange Act of 1988, the Securities Exchange Act of 1990, the Securities Exchange Act of 1992, the Securities Exchange Act of 1995, the Securities Exchange Act of 1998, the Securities Exchange Act of 2000, the Securities Exchange Act of 2002, the Securities Exchange Act of 2005, the Securities Exchange Act of 2008, the Securities Exchange Act of 2010, the Securities Exchange Act of 2012, the Securities Exchange Act of 2015, the Securities Exchange Act of 2018, the Securities Exchange Act of 2020, the Securities Exchange Act of 2022, and any amendments thereto.



**1.50 GOVERNING LAW AND JURISDICTION**

This agreement shall be governed by the law of the State of New York, and the courts of the State of New York shall have exclusive jurisdiction over any dispute arising out of or in connection with this agreement.

**1.60 MISCELLANEOUS**

*[Handwritten signature]*  
11-11-2023

*[Handwritten signature]*

*[Handwritten signature]*

STATE OF NEW YORK  
DEPARTMENT OF STATE  
111 SOUTH WASHINGTON STREET  
ALBANY, NEW YORK 12242  
518-474-8000

The undersigned hereby certify that the contents of this document are true and correct to the best of their knowledge and belief.

The undersigned hereby certify that the contents of this document are true and correct to the best of their knowledge and belief.

IN WITNESS WHEREOF, the Agreement has been signed and affixed with the proper seals and stamps on this 25th day of July, 2021.

FOR THE COMPANY

Signature: [Signature]  
Name: [Name]  
Designation: [Designation]

Signature: [Signature]  
Name: [Name]  
Designation: [Designation]



Signature: [Signature]  
Name: [Name]  
Designation: [Designation]

Signature: [Signature]  
Name: [Name]  
Designation: [Designation]

ATTESTED

[Signature]

25 JUL 2021

Notary Public, State of India

No. 11/11

11/11  
25 JUL 2021