

Ref: KI/APP/YEDP-2024/06

Date: 08th Jan 2024

Mr. Muhammed Adhil T R
S/o. Rasily Mushavannan,
Thenammackal, , Kanjirappally,
Kottayam, Kerala – 686507.

Dear Muhammed Adhil T R,

Offer under Young Engineers Development Program 2024

- Congratulations on being selected for Keller India's flagship programme of "Young Engineers Development Programme" – YEDP 5.0.
- Under YEDP 5.0; you will be undergoing structured On Job Training (OJT) at our Project Sites, Yards & Offices as decided by Keller Management.
- You will be undergoing three months of structured on the job training (OJT); during which you will be assigned a coach under Buddy program for ease of Knowledge Transfer as well as Integration process.
- As Keller progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during and as well as after OJT.
- The evaluation criteria will be very transparent and will be used as a basis for allocating people to projects/roles.
- We would request that the OJT should be taken very seriously to enable you to add maximum value to your professional and personal growth.

We are pleased to offer you employment in the Company as "**Engineer - YEDP**", subject to you being found medically fit. This Position will take effect on **08th Jan 2024** and is offered upon the following terms and conditions:

1. The tenure of your training will be for a period of One Year. The Management reserves right to extend this period, if necessary. If, at the end of the period of probation you are found suitable, your appointment will be confirmed by us in writing. Until your appointment is confirmed by us in writing, you shall be deemed to be on probation. You may be required to travel anywhere within India as required by Keller.
2. Refer Annexure for your detailed compensation structure.
3. You will be entitled to 24 days of leave during the training period (per annum). which must be taken at times convenient to the Company and subject to the approval of reporting manager. As well, you shall observe the dedicated Public Holidays nominated by Keller. Application of leave must be submitted to the reporting manager at least 3 days in advance.

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