



Engineering & Designs Tecnimont ICB

Ref:HRMA-VD-E&D-TN/1501

07.07.2010

To,
Mr. Vyankatesh Vijay Parab
1/8, Sawant Chawl,
Sawant Compound, Sai Vihar,
T.P. Road, Bhandup (West),
Mumbai - 400 078.

Dear Mr. Parab,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as "Trainee Engineer - Piping" in our organisation effective from 07.07.2010 on the following terms and conditions:

1. You will undergo training in our Piping department for a period of six months from the date of joining. On successful completion of your training period you will be taken on probation. Unless and until you have been intimated in writing that you are on probation, the training period will be taken to have been extended.
2. Your headquarters will be at our H.O. Mumbai but you are liable to be transferred to any place in India as per the requirement of the Company from time to time.
3. During this period of training, the Company shall pay you monthly remuneration as follows:

Basic Salary: Rs.7,000/- (Rs. Seven Thousand only)

H.R.A : Rs. 4,500/- (Rs. Four Thousand Five Hundred only)

Conveyance Allowance: Rs.2,300/- (Rs. Two Thousand Three Hundred only)

Education Allowance: Rs.1,500/- (Rs. One Thousand Five Hundred only)

Medical Reimbursement: Rs.875/- (Rs. Eight Hundred Seventy Five only)

Personal Allowance: Rs.2,485/- (Rs. Two Thousand Four Hundred Eighty Five only)

Food/ Meals Vouchers: Rs.1,100/- (Rs. One Thousand One Hundred only)

For each calendar month the remuneration due and payable to you will be subject to deduction of all income-tax and/or other taxes which the Company shall be bound to deduct.

4. You will be entitled to Ex-gratia, LTA, Gratuity, Superannuation and other facilities as per the rules of the Company for the time being in force. You will be subject to the general service rules, travelling rules and regulations and standing orders of the Company for the time being in force.

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Mr. Vyankatesh Vijay Parab

5. You will be entitled to join the Company's Provident Fund Scheme in accordance with the rules of the Fund and shall upon being admitted to it subscribe thereto and be entitled to the benefits thereof from the commencement of your membership subject to and in accordance with the rules.
6. You should communicate any change of your residential address within two days from the date of change, to enable us to correspond with you, if required.
7. You shall carry out directions given to you by the Management, whether in writing or not, and with all diligence to the best of your skill and ability. Any refusal on your part to carry out such reasonable orders of the Management will amount to insubordination and willful misconduct and will lead you to disciplinary action.
8. You shall devote the whole of your time and attention to the business of the Company and shall not without the consent of the Company be engaged or interested or concerned whether directly or indirectly in any other business or occupation of any kind whatsoever.
9. You will not either during the term of your employment with the company or at any time thereafter utilise, divulge or disclose any confidential information belonging to the company or any of its associates (including financial data, business affairs, technical information, information received from or belonging to process licensors/clients/contractors, drawings or designs, information about other employees) which may have come to your knowledge or possession during the course of your employment with the company or its associates. By accepting this contract of employment, you have undertaken:
 - (a) to take all reasonable precautions to keep the aforesaid confidential information secret during the tenure of your employment and at all times thereafter.
 - (b) not to publish any book, booklet, brochure or pamphlet or contribute any article to any newspaper or other publications containing any reference to the aforesaid confidential information.
 - (c) Enter into and execute a Secrecy Agreement with the Company as and when called upon to do so.

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10. If you will be in breach of any of the terms of this letter or will be guilty of any misconduct or of any act of insobriety or disobedience, the Company will be at liberty to determine your training forthwith without any notice or compensation and to dismiss you summarily from the employment.
11. Your training will be determinable by either party by giving one month's notice and you shall return to the Company any of the property of the Company in your possession including the correspondence which you may have conducted whether demi-officially or otherwise in connection with the business of the Company or on its behalf.
12. An amount of Rs.1,500/- per month will be deducted from your monthly remuneration/salary for a period of twenty four months and will be kept as an interest-free Security Deposit with the company. This amount will be refunded to you without interest on your successful completion of minimum service of 24 months, inclusive of the training period, with the company. In the event of your training/ service with the company getting terminated earlier than the said period of 24 months, the accumulated amount of Security Deposit will be appropriated by the Company towards the cost of Training and the same will not be refunded to you.

Please return the duplicate copy of this letter duly signed by you in token of your acceptance of the above terms and conditions.

Yours faithfully,

For ENGINEERING & DESIGNS TECNIMONT ICB PVT. LTD.

Vishwas Desai
Authorised Signatory

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I ACCEPT AND CONFIRM THE ABOVE

Vyankatesh Vijay Parab