



FLASH ELECTRONICS (I) PRIVATE LIMITED

A-4, MID C Chakan Industrial Area, Mahalunge, Chakan, Pune 410501.
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REF.: HR/TRAINEE/55194/2023

Date:01-09-2023

To
MR.ASHISH TULASKAR

Dear MR. ASHISH

SUBJECT: APPOINTMENT AS TRAINEE

This has reference to your application and the subsequent Interviews that you had with us. As regards the same we are pleased to appoint you as a **Company Trainee** at our works in Chakan, Pune.

The Terms and Conditions of your Appointment are as follows:

1. You will be on Training with the Company for a period of Two years with effect from **01-09-2023**. On completion of two years, your employment will automatically come to an end, unless otherwise informed to you, and no separate Notice / Letter / Information in this regard will be required to be served to you by the Company.

Your Performance, in terms of Productivity, Quality, Cost, Discipline, during the Training Period, would be closely Watched, Monitored and Tested on a regular basis. During the Training period you shall undergo various Written, Oral, Practical Tests as may be decided and deemed fit by the Management.

On successful completion of first years Training, you shall be taken on Second Year Training or on Probation depending upon your performance during the earlier Training period. In case your performance during the first year is not satisfactory, your Training may be extended, or you may even be separated from the Organization.

Your being put on Probation will depend solely on your performance during the Training period and the job and business exigencies of the Organization. Absorbing you on Probation would be at the sole discretion of the Management.

2. During your Training period your consolidated stipend will be Rs.16000/- pm.
3. In addition to the Wages mentioned above you would be eligible for an Attendance Bonus of Rs. 300/- per month in case you attend work on All Working Days and in the Pre-allotted shift. In case you avail a pre-approved Leave of 1 day, during the month you will be eligible for Attendance Bonus of Rs. 150/- only. This will be paid pro-rata in case Joining / Leaving during the month.
4. During the period of your Training, you will also be eligible for the following:
 - Casual Leave: 15 days for a year
5. Your Weekly-off, as of now, would be Sunday. However, the same is subject to change as per the discretion of the Management.
6. You would not be entitled to any other Allowance / Benefit / Concession / Privilege / Facility as applicable to other employees of this Organization, except as listed above.
7. During your tenure as a Trainee, you will be imparted training in specific areas or in various activities in which the Company is engaged, depending upon the requirements of the Organization.
8. On Completion / Termination of your Training, you will immediately handover all Property, Articles, PPE or Documents entrusted to you by the Company to enable the Company to settle your dues. The company reserves the right to deduct money value of all such items from your emoluments and/or can take such other action as it deems proper in the event of your failure to account for them to the satisfaction of the management.

FORWARD



Regd. Off. :
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CIN U74899DL1989PTC038169

9. While undergoing Training, you will not take up any other Course, Study, Training Assignment, Job or any other kind of Vocation or Business, Part time or Full time, without prior written permission of the Management.
10. Your continuation as a Trainee will be subject to your being Medically Fit at all times.
11. It will be binding on you to use the PPE's provided to you by the Company and follow the Safety Instructions, while you are in the premises of the Company.
12. Your Training with the company is Terminable by either party by giving a Notice of 30 days or Basic Wages in lieu of the same period.
13. Further, the company reserves the right to discontinue your Training with no prior notice, if at any point of time it is found that any of the Personal Details, Documents submitted by you are false, fabricated, fake or not correct.
14. Your appointment as Trainee and your Services thereafter shall be bound by the Industrial Employment (Standing Orders) Act, 1946 or the Certified Standing Orders of the Organization, as applicable to you.
15. As per the Training Policy of the Organization, you shall undergo Training in any of the Sections, Departments, Division, Workplace as and when required by the Organization. You shall be deputed in any Shift as per the Organizations requirements.
16. Your Training and Services thereafter are subject to Transfer / Deputation to any Department, Branch, Plant, Subsidiary, Sister Concern, Location of this Organization anywhere in the Nation or Overseas, purely at the discretion of the Management.

...governed by all Rules, Regulations and Orders promulgated by the Company from time to time.