



Matrix Fine Sciences Pvt. Ltd.

Regd. Office : 12, Shilp Nagar, Railway Station Road, Aurangabad - 431 005 (M. S.) INDIA.

Factory Address : D-8, M.I.D.C. Area, Paithan, Dist. Aurangabad - 431 148 (M.S.) INDIA. Ph.: +91 2431 232901 / 902, Cell : +91 855 198 0888

E-mail : info@matrixfinesciences.com / admin@matrixfinesciences.com, Website : www.matrixfinesciences.com

CIN : U24233MH2013PTC243185

REF: MFSPL/App/2021

Date: 27/03/2021

To,
Pallavi Jumde
C/o-Vilas jumde
Abhiyanta Colony,
Near Khoja Colony,
Ramnagar, Chandrapur

Subject: Offer Letter

Dear Mr.

We are pleased to offer you the post of **Trainee – Marketing** our Factory Matrix Fine Sciences Pvt Ltd .We would keep the terms of job as discussed in the meeting.

You have been made aware that the Company has pioneered the development and manufacture of several niche products in the field of **Neutraceutical Products i.e. Natural Mixed Tocopherol, Phytosterol, Fatty Acid, Biodiesel, Fatty Acids etc.** These Products have been developed with Proprietary technology and the process adopted involves sensitive and critical confidential information which is not available in Public domain. The Company has spent considerable amount of monies in developing such technologies and therefore safeguarding such confidential information /technology is critical to its survival and growth.

You have been also informed and explained that any breach on the Confidentiality Obligation and/or the Non Compete Obligation but not limited thereto would cause irreparable damage to the Company and that, in the event of such breach, the Company shall have, in addition to any and all remedies of law, both civil and criminal, the right to an injunction, specific performance or other equitable relief to prevent the violation or threatened violation of your obligations hereunder.

Hence, without prejudice to the terms discussed, the following covenants shall form an integral part of the understanding and shall be binding as an essential term of employment and the compensation offered.

1. During the Term of employment and thereafter subject to limitations if any set out by the Company , you agree without the right to any further compensation that you will not, directly or indirectly:
 - (i) solicit or request any employee of the Company to leave the employment or cause the employee to disassociate from the Company;
 - (ii) solicit or request any employee of the Company to join the employment or begin associating for, any individual or entity that researches, develops, markets or sells products that compete with those of the Company;
 - (iii) solicit or request any individual or entity that researches, develops, markets or sells products that compete with those of the Company, to employ or retain you or any other employee as an employee/consultant/associate or in any other capacity of the Company; or
 - (iv) Induce or attempt to induce any supplier or vendor or service provider of the Company to terminate or breach any written or oral agreement or understanding or arrangement with the Company.
 - (v) Compete with the business of the Company in any manner.

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2. During the term of employment and thereafter you agree that:

- (i) Those concepts and ideas disclosed by the Company to you or which may be first developed by you during the course of the performance of Services hereunder and which relate to the Company' present, past or prospective business activities, services, and products, all of which shall remain the sole and exclusive property of the Company. You shall have no publication rights and all of the same shall belong exclusively to the Company.
- (ii) Except as required by your duties, you shall not, at any time now or in the future, directly or indirectly, use, publish, disseminate or otherwise disclose any Confidential Information, Concepts, or Ideas to any third party without the prior written consent of the Company which consent may be denied in each instance and all of the same, together with publication rights, shall belong exclusively to the Company.
- (iii) All documents, disks, procedural manuals, guides, and similar materials and all other materials containing Confidential Information or information about Concepts or Ideas (including all copies and reproductions thereof), that come into your possession or control by reason of your performance of the relationship, whether prepared by you or others: (a) are the property of the Company, (b) will not be used by you in any way other than in connection with the performance of your Duties, (c) will not be provided or shown to any third party by you (d) will not be removed from the Company's premises (except as your duties require), and (e) at the termination (for whatever reason), of your relationship with the Company, shall forthwith be returned by you to the Company.
- (iv) You hereby assign without further compensation, all of your right, title and interest in and to all Concepts, Ideas, and Developments. You will execute all documents and perform all lawful acts which the Company considers necessary or advisable to secure its rights hereunder and to carry out the intent of this Agreement including signing of a Confidentiality, Non Competition and Non Solicitation Agreement.

The offer and foregoing conditions will be deemed to have been accepted by you without any further act or deed, on joining the Company.

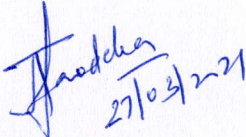
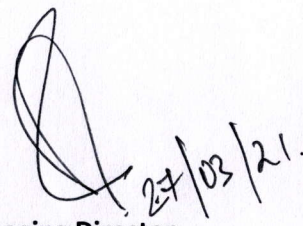
You are requested to join on or before 12 April, 2021.

Thanking You,

For Matrix Fine Sciences Pvt. Ltd

Managing Director



Name:	Pallavi Jumde
Department:	Marketing
Designation:	Trainee
Joining Date:	12-Apr-2021
Particulars	Amount
Basic	8,800
HRA	4,400
Washing Allowance	1,467
Gross salary- P.M	14,667
Provident Fund @12%	1,056
ESIC @ 3.25%	429
Gratuity @4.80%	422
Bonus	1,760
C.T.C. Salary- P.M.	18,334
C.T.C. Salary- P.A.	2,20,008
Provident Fund @12%	1,056
ESIC @ .75%	99
Professional Tax	200
Net Salary	13,312
*Bonus Advance	880
Final Net Salary	14,192
Recommended  27/03/2021 HR Dept.	 27/03/21. Managing Director

***Note:** Bonus advance:50% bonus is paid on monthly and 50 % will be paid at Diwali.

Accepted