



Date: 06 Apr 2020

To,
Prashant Shivaji Tarade
Employee No : 200819
Prashant Shivaji Tarade At+Post : Pargaon Tal.Washi Dist.Osmanbad - 413526 (MS)

Dear Prashant Shivaji Tarade

Appointment Letter

We are pleased to appoint you in our organization as **Market Development Officer** subject to following terms & condition:

1. Your contract will commence from 06 Apr 2020, from which you will start rendering services to our Client at their given location subject to the terms & conditions mentioned here.
2. You hereby agree to be liable for following terms & condition:
 - a. Fully perform the services; in professional manner, at clients given location
 - b. During the term of the work assignment, render services exclusively to the client & such performances shall not be inconsistent with any obligation you may have to other third parties.
 - c. Not engage in any conduct which is detrimental to the interest of Client or Sai Manpower Services Pvt Ltd
 - d. Not to receive any payment of any nature directly or indirectly from the Client unless agreed upon by SMSPL. You will also not involve yourself in any sort of money transaction with any customer or employee of our Client. SMSPL do not pertain to such monetary transaction.
 - e. Neither directly or indirectly offers you for employment with the client or its affiliates during the period of the work assignment without prior permission of SMSPL
 - f. Extend all cooperation to the client's employees, consultants, representatives etc, and do all such things as may be necessary and comply with all terms of Appointment letter so as to effectively undertake the work.
 - g. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the clients.
 - h. Comply with the safety, health and other rules and regulations of SMSPL and Client that you have been made aware of.
 - i. During the course of your contract, you can be transferred to a location within territory of India as and when required by SMSPL for executing the service provided herein.
 - j. You shall maintain the confidentiality of the all data shared with you in the course of your employment.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with SMSPL will be that a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with SMSPL nor do you become an employee of SMSPL. Upon expiry or termination of Work Assignment, your employment with SMSPL shall stands terminated forthwith.
4. Except for expiry of a work assignment due to completion/ expiry of the same or in respect of Work Assignment of One week or lesser period of time, either party may terminate this Work Assignment letter by issuing 30 days notice in writing or payment thereof.

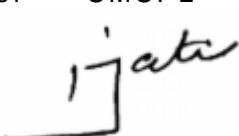


5. You agree to defend, indemnify and hold SMSPL or the client harmless from any and all claims, damages, liability, attorney fees, and expenses on account of your failure to satisfy any of your obligation under this work assignment letter or for misconduct for violation of any law or creation of any legal liability by you.
6. Any dispute between you and SMSPL shall be referred to a sole arbitrator appointed by SMSPL. The arbitrator shall be conducted in English Language in accordance with the Arbitration and Conciliation Act 1996 at Aurangabad, Maharashtra, India. This engagement letter shall be governed by the law of India.
7. Details of your salary breakup will be as per Annexure attached herein. You hereby authorize SMSPL to make all salary payment required to be made to you by SMSPL including all reimbursements either by way of Cheque or by directly crediting the amount to your bank account.
8. In addition to the terms contained herein, your relationship with SMSPL may be subject to such other additional terms and condition as may be communicated to you from time to time in writing, mail, SMS, WhatsApp or telecall by SMSPL and you hereby agree to read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

Please return the copy of the offer letter attached after affixing your signature at appropriate place on the office Copy in token of your having read, agreed, Fully understood and accepted terms and conditions of appointment. Please send the signed acknowledgement copy to our Aurangabad Office Address mentioned in below. In case we do not receive your acknowledgement copy within a period of 7 days from date of joining, your assignment at SMSPL with the acceptance of your first salary from SMSPL will be conclusive proof of your acceptance in accordance of terms and conditions.

Endorsement

I hereby confirm acceptance of the above assignment on the terms and conditions stipulated therein.

<p>For SMSPL</p>  <p>(Authorised Signatory)</p>	<p>Accepted & Agreed</p> <hr/> <p>(Sign & Date) Mr. Prashant Shivaji Tarade</p>
---	--

This is system generated document. Any misuse, misprints, dissemination, copy of this document is strictly prohibited & may be unlawful.



Salary Annexure

Fixed Components		Earned Components	
Particular	Amount	Particular	Amount
Basic	8,081.00	Basic	8,081.00
HRA	1,980.00	HRA	1,980.00
Conv All	0.00	Conv All	0.00
Stat Bonus	673.00	Stat Bonus	673.00
Special Allowance	0.00	Special Allowance	0.00
Other Allowance	0.00	Other Allowance	0.00
Field Allowance	0.00	Field Allowance	0.00
Total	10,734.00	Total	10,734.00
Employer PF	1,051.00	Employee PF	970.00
Employer ESIC	349.00	Employee ESIC	81.00
Bonus	0.00		
GHI&PA	0.00	Professional Tax	200.00
Total CTC	12,134.00	Total Cash in Hand	9,483.00

Note:

1. This Statement is only for the purpose of information & it is self-explanatory in nature.
2. GHI & PA charges are at actual as per the age group of an associate.
3. LWF is deducted as per govt regulation.