

Date: 02.08.2013

To,

Mr. Padwal Shivkumar Kamraj
A/p - Upala (M)
Tal - Osmanabad - 413 501
Maharashtra

Sub: Appointment.

Dear Mr. Shivkumar,

- 1) This has reference to your application and the subsequent interview you had with us on 29.05.2013.
- 2) We have pleasure in offering you a position of Senior Officer in our Company on the following terms and conditions:
 - (a) You will be paid a Gross Salary of Rs 11400/- p.m. plus wherever applicable all other statutory requirements and benefits as per company policy.
 - (b) You would be on probation for a period of 12 months and unless your appointment is confirmed in writing, you will continue to be on probation. During the Probationary period, your services can be terminated without assigning any reason by the management.
 - (c) Your services are terminable on 30 days notice by either side or salary in lieu thereof.
 - (d) You will be governed by service conditions and rules as applicable to employees of your category in the Company. The company reserves its right to change/modify these conditions from time to time.
 - (e) Confidentiality / Secrecy - You will not divulge, communicate or disclose to any person or persons any trade secrets or affairs of the company which you may come across during your employment with us and for a period of five years after the termination of your employment for any reason.
 - (f) You will be required to attend to your duties in Shifts and Timings as may be advised by the Management from time to time.
 - (g) The Company reserves the right to:
 - (i) Transfer you to other departments within the Company or other units within the Group, whether in India or abroad.
 - (ii) Assign duties other than specified, from time to time.
 - (iii) Get a service bond, wherever / whenever required. The associate may have to accept / sign service bond as per company policy.

Contd. 2


Head

Dept of Water & Land Management,
Dr Bahasaheb Ambedkar Marathwada

- (h) You would be required to put in your best efforts, work diligently, perform all the assigned duties effectively, and continue to work in the best interest of the Company all the time while in the service of the company. Your increments/promotion will be based strictly on performance, commitment and integrity. The Company may choose to introduce a performance related incentive scheme.
- (i) You will devote your whole time and attention exclusively to the duties entrusted to you and you will not engage yourself or work for any other person or company in any capacity whatsoever, nor do any private business without obtaining previous permission from the company in writing.
- (j) You will inform the company immediately about any new or novel processes, techniques or designs you may come across, discover or invent. All such discoveries or inventions will be the property of the company. The company may at its discretion take out patents in your name for such discoveries or inventions and the company will retain the rights to such patents as the sole beneficiary.
- (k) You will be required to undergo a Medical Examination by a Medical Practitioner designated by the Company and the appointment is subject to your Medical Fitness. You will take all necessary care to keep yourself fit all the time, while in employment with the Company.
- (l) You will be subjected to security checks as per the existing procedure of the Company.
- (m) Your compulsory retirement age or the age of superannuation shall be 55 years, subject to extension up to 58 years automatically, and beyond 58 years on merit basis.
- However, such discretionary extension beyond 55 years shall be given on overall review of physical / mental abilities, and due medical checkup on yearly basis by the designated medical officer of the organisation.
- (n) The appointment is effective, from the date you join the duties, however we expect you to join not later than 02.08.2013. On joining, please report to HRD department.

We wish you all the success in your assignment.

Yours Truly,
For, JAIN IRRIGATION SYSTEMS LTD.,


AUTHORISED SIGNATORY


Head

Dept of Water & Land Management,
Dr. Babasaheb Ambedkar Marathwada
University, Sub-Campus, Osmanabad

I have read and understood the above terms and conditions and hereby signify my acceptance of the same.

Date: 02.08.2013

Signature