



# JAIN

**Jain Irrigation Systems Ltd.**

*Small Ideas. Big Revolutions*

Jain Plastic Park, P.O. Box : 72

Jalgaon - 425001

Tel: 0257-2258011/22. Fax: 0257-2258111/22

Email: [jisi@jains.com](mailto:jisi@jains.com)

August 10, 2013

To,

Mr. Sapkal Amol Ravsaheb  
B8900  
Jalgaon

**Sub-Posting.**

Dear Mr. Sapkal Amol Ravsaheb,

It has been decided to post you at Karanja with Karanja as a H. Q. with immediate effect. After resuming the duties at Karanja, you are advised to report to Mr. Shankar Deshmukh, District Manager (Amravati) with a copy to Co-ordinator (MS) on regular basis.

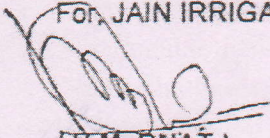
On reporting at New H. Q., you are advised to send us the following:

- a) Your new local residential address for communication
- b) Name, address and saving account number of your bank.

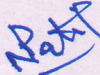
We wish you all the success.

Regards,

For, JAIN IRRIGATION SYSTEMS LTD.,

  
(V.M. BHAT)  
ASSOC. SR. MANAGER-HRD

- CC TO :
- 1) Mr. Abhay Jain
  - 2) Mr. Shankar Deshmukh
  - 3) Mr. C.S. Naik
  - 4) Co-ordinator (MS)
  - 5) Time Office
  - 6) TA Bill
  - 7) HRD - for file

  
Head

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

- (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 01.08.2013. 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: 01.08.2013

Signature