

**MAHANTESH**  
**INDIA PRIVATE LIMITED**  
**STRENGTH and TRANSPARENCY**



**Name : Mahantesh Miraje**

**Designation : Executive Design**

**Date of Birth : 16/01/1999**

**Employee Code : 80**

**Blood Group : A<sup>+</sup>**

**Naingalaj Cross, Nipani-Chikodi Road,  
Naingalaj, Belagavi 591238, Karnataka, India  
Tel: +91 96632 89292**





## AMAR JIGS & FIXTURES

### OFFER LETTER

Date: **01.08.2020**

To

**Mr. Mahantesh Chandrakant Miraje.**

S/o. **Chandrakant Miraje**

#1798 Tapakarwadi khadaklat Ngar, Tal.Chikodi, Dist. Belgaum,

Karnataka- 591228, Phone. 7795455986

Dear: - **Mr. Mahantesh Chandrakant Miraje.**

Thank you for your application for taking the time to speak to us. Pursuant to our discussions with you, we are pleased to make an offer of employment on behalf of **Amar Jigs & Fixtures** (hereinafter referred to as the "**Company**"). on the following terms and conditions).

#### **1. DATE OF JOINING:**

Your date of joining would be **01.08.2020 ("Commencement Date")** and from the commencement date thereof shall be designated to the position of **Trainee Engineer (Design)**

#### **2. JOB RESPONSIBILITY:**

- a) To convert the Gerber data into machine language for manufacturing Jigs & Fixtures, Wave Pallets, machining the jigs & Fixtures, wave pallet, and achieving 100% success rate.
- b) Designing any other requirement based on customer specifications.
- c) Visiting and implementing best practices in all branches of AJF.
- d) To assist in machining and assembly of products as per customer requirement.
- e) Operating any other machinery.
- f) Setting, operating, machining, any other requirement.
- g) Assembly and subsequent processing of products.
- h) Designing and machining, any other requirement.
- i) Visiting customers for Commercial activities and Technical support.
- j) Increasing the yield and quality of produced goods consistently.
- k) In future you will also be assigned responsibilities as and when opportunity arises.
- l) Training other Assistants on the machine.
- m) Implementing 5S and ISO in your area of work.

Gat No. 293, Pune- Nagar Road, Shikrapur, Tal. Shirur, Dist. Pune

Email: [vhankhandeamar@gmail.com](mailto:vhankhandeamar@gmail.com) Ph. +919112299343



## AMAR JIGS & FIXTURES

### 3. EMOLUMENTS/ COMPENSTION:

You will be paid a gross annual compensation on retainer basis, payable monthly in arrears after the completion of each month of service, as mentioned in **Annexure A** to this offer letter. Your compensation may be revised from time to time as per the policies of the Company, and will be communicated to you appropriately.

Other reimbursements during the course of your employment would be made in accordance with the Company's policies and practices in this regard.

Income Tax, and other relevant taxes, will be deducted from all payments made to you at the applicable rates in accordance with the applicable law. As soon as practicable for the Company at the end of the relevant financial year, or upon the expiration or termination of our employment with us, the Company shall hand over the relevant certificates for the tax and amounts so deducted as provided under applicable law.

### 4. PROBATION:

You would be placed on probation for a period **six (6)** months from the date of joining. The Company may, at its sole discretion, extend the period of probation if your work and progress are not found satisfactory. The Company as its discretion may confirm your service at any time during the course of or at the end of probationary period initially fixed or subsequently extended. You will, however, continue to be on probationary till your services are confirmed in writing. During probation period your services can be terminated without any advance notice or assigning any reasons thereof.

### 5. LEAVE AND POLICIES

You will be entitled to leave for such number of days in accordance with the leave policies of the Company which will be communicated to you from time to time.

All terms and conditions of your employment with the Company, including the code of conduct applicable to you, will be in accordance with the Company's practices and policies, which would be made available and explained to you upon your acceptance of this offer. By accepting this offer you agree and confirm that during the course of your employment with the Company you will abide by the Company's practices and policies as communicated and amended by the Company from time to time.

### 6. CONFIDENTIALITY AND NON-SOLICITATION

Upon reporting to work, you will be required to execute a Confidentiality and Non-Disclosure Agreement in favor of the Company. In the event of breach by you of this confidentiality provision while in the services of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you.

### 7. TERMINATION

The Company reserves the right to terminate your employment without giving any notice during the probationary period, and after a 30-day prior notice after confirmation. Further the Company may at its discretion relieve you from such date as it may deem fit ever before the expiry of the notice period without any reason thereof on payment of salary in lieu of notice. If you decide to resign from the Company you may do so only after providing **60** day's prior notice in writing.

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The Company, due to the time and money spent in training to inculcate soft skills, technical expertise and management skill during the probation period, expects that you work for the Company for a period of **Five (5)** years from the Commencement Date (after completion of probation period)

In the event of any termination of the appointment letter by you within the period of two (2) years, the Company shall be entitled to payment of damages to the tune of INR 2,00,000.00 (TWO LAKHS ONLY) from you to the investments made by the Company in soft skill training, technical training and management skill.

In the event of any misconduct or breach of terms of the employment or any policies of the Company, the Company reserves right to terminate you immediately without any advance notice, or payment in lieu thereof.

On termination or at the time of leaving the Company, you will immediately hand over to the Company / person concerned before you are relieved, all correspondence, books, documents, records, laptop, mobile phone, instruments and any other property belonging to the Company and shall not make or retain any copies of the documents or records pertaining to the Company or its clients.

Please notice that the Company reserves the right to defer, withdraw and/or rescind this offer at any time prior to the Commencement date, without being required to show cause. In the event that you do not report at the office of the Company on the Commencement date this offer shall stand automatically rescinded.

### **8. SINGULARITY OF SERVICE**

Upon being appointed, you will not be able to be employed or work at another firm or company or be self-employed unless you have written permission from the Company to do so. In the event of breach by you of this clause while in the services of the Company, the Company will be at liberty to initiate appropriate legal proceedings against you.

### **9. ACCEPTANCE**

Please sign, date and return the duplicate copy of this offer letter, as an acknowledgement of your acceptance of this offer. Along with the duly acknowledged copy of this offer letter, please also provide us copies of:

1. Resume
2. Mark list
3. ID card

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We do hope that you will find the terms and conditions of this offer acceptable. We are confident that you will have a challenging, intellectually stimulating and rewarding career with **Amar Jigs & Fixtures**. We hope that our association will be a long fruitful and mutually satisfactory one.

Yours sincerely,

For **Amar Jigs & Fixtures**

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(Designation)