

TRAINEE ENGAGEMENT LETTER

NASH/NGR/HRD/2021/NGR0324

Date:01/09/2021

Mr. GIRISH CHOUGALA,
S/O. Sunil Chougala
A/p. Shiragur, Tq. Raibag, Dist.Belagavi,
Karnataka-591311.

Dear Mr. Girish,

With reference to your application and the subsequent interview you had with us, we have pleasure in engaging you as a "GRADUATE ENGINEER TRAINEE – Purchase" in our organization on the following terms and conditions:

Addition to the above you shall be also given retention bonus of up to Rs.24000/- that shall be based on assessment on successful completion of two years of training period.

1. Your training will be for a period of **TWO YEAR** from the date of "01.09.2021.
2. During the training period you will be paid salary & other allowances as mentioned Annexure enclosed.
3. Your training will be assessed at the end of every year. Based on the assessment, learning and interest; you will be placed in the next stage of training.
4. You will be eligible for Provident Fund as per the provisions of Employees Provident Fund and Miscellaneous Provisions Act, 1952.
5. You are governed by the provisions of Employees State Insurance Act. The Company's contribution will be 3.25%, and your share of contribution will be 0.75%.
6. You are entitled for leave as per the Factories Act, 1948 and Rule there under.
7. You will be eligible for Bonus under the Payment of Bonus Act, 1965.
8. You will not be entitled to any other allowances or benefits apart from what is mentioned above.
9. You will be reporting to the HR Manager / your Dept. Head or their deputies.
10. Your attitude towards training and learning would be assessed on a quarterly basis by your Dept. Head / Mentor / supervisors and this would be considered for your further continuance of training with us.
11. The Company reserves the right to alter the period of Training depending upon your progress.

NASH INDUSTRIES (I) PVT. LTD.

ANNEXTURE

NASH INDUSTRIES (I) PVT. LTD.

NAME OF THE EMPLOYEE : Mr. GIRISH CHOUGALA
DESIGNATION : GET
DEPARTMENT : Purchase
WORK LOCATION : NAGARURU
MANAGEMENT GRADE : JM - 4
DATE OF JOINING : 1-Sep-2021

COMPONENTS	MONTHLY (Rs.)	YEARLY (Rs.)
Basic	12,800	1,53,600
House Rent Allowance	5,120	61,440
Transportation Allowance	80	960
GROSS SALARY	18,000	2,16,000
EMPLOYEE DEDUCTIONS		
Provident Fund	1,546	18,552
ESI	135	1,620
PT	200	2,400
TOTAL	1,881	22,572
EMPLOYER CONTRIBUTION		
Provident Fund	1,675	20,100
ESI	585	7,020
Bonus	1,125	13,500
TOTAL	3,385	40,620
Retention Bonus	1,000	12,000
CTC	22,385	2,68,620

For Nash Industries (I) Pvt. Ltd

Sandeep R Wadhwa
Sandeep R Wadhwa
Director