

Mr. Aniket Shalerao
Mumbai.

PRIVATE AND CONFIDENTIAL

Letter of Appointment

Dear Aniket,

We have pleasure in appointing you as a **Data Scientist** with effect from **August 14th, 2019** in our organization.

1. Remuneration: - Your detailed breakup of the salary is stated in Annexure I attached to this letter. You will be responsible for all tax liabilities arising out of payments pursuant to your employment with the company.

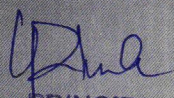
2. Medical Coverage: - You will be covered under the Group Mediclaim Insurance plan of the Company.

3. Probation: - Your probation period will be for a period of three months from the date of joining the Company. The probation period may be extended by the company, at its sole discretion, based on performance/ conduct of the employee. We follow a policy of 'confirmation by default', so the employee services are deemed to be confirmed at the end of probation period unless you receive intimation to the contrary. During the probation period, your services are liable for termination at any time without any notice in writing or payment in lieu thereof. The Company may not assign any reason for such termination, which shall be at the sole discretion of the Company & you will not be entitled to any claim, damage, compensation or any other payment on that account.

4. Leave and workings hours: - The year of calculation of leave would be the Financial year from April - March. All confirmed employees shall be eligible for 21 days leaves. No leaves can be taken during probation period. If done so would result in salary deduction for that day. Unused leaves shall not be carried forward and only up to 7 Paid leaves can be encashed at the end of the financial year. The employee shall report to work as per the company requirement/norms, informed by the immediate supervisor. If required, the employee is expected to work in shifts.

5. Confidentiality: - Employee must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the public and which may be learnt by you during your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records, software prototypes, code and other documents containing such Confidential




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Dr. Vithairao Vikhe Patil
College of Engineering
Ahmednagar