



U.S. ENERGY CORP.

US ENERGY CORPORATION.

675 Bering Suite 390 Houston, TX 77057, USA.

TEL/FAX: +1-(202)-773-5394.

AGREEMENT / APPOINTMENT LETTER.

Ref No : USEC/07/046/21.

Date Of Issued : 08 / 11 / 2021.

NAME : CHOUBEY MANISH KUMAR

PASSPORT NO : R2458389

COUNTRY : INDIA

Congratulation on your appointment as **PRODUCTION MANAGER** and welcome to the US ENERGY CORPORATION HOUSTON, TX-USA.

The employment is subject to the following terms and conditions:

POSITION : PRODUCTION MANAGER.

CONTRACT PERIOD : This contract will be valid for a period of two years from the date of joining and you will be enable to renew your contract after the completion of the 2 years.

REMUNERATION AND PEREQUISITES:

BASIC SALARY Payscale : \$6,500 (Monthly).

ACCOMMODATION : Suitable housing facility will be provided in the staff lodge by the management and meanwhile, telephone allowance will be approved to you in accordance by the management policy.

HOSPITABILITY : Medical coverage as per company rules and regulations shall be provided by the company and transport allowance will be provided for your official usage by the management.

SETTLEMENT ALLOWANCE : \$2000 and two months upfront salary on joining.

JOINING DATE : You are to join the Organization within 45 days from the date of acceptance letter.


PRINCIPAL

Dr. Vithalrao Vikhe Patil
College of Engineering
Ahmednagar

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ANNUAL LEAVE : Annual leave of one calendar month for each complete year of employment will be allowed. This may be accumulated for two years and available together leave encashment may also be permitted at management discretion. Leave passage, return airfare for economic class will be given to you and your family i.e., Wife/Husband and two children under the age of eighteen years.

JOINING EXPENSES : You and your family (Wife and Husband with Children up to the age of eighteen) will be entitled to economy class air ticket.

VISA EXPENCES : You shall be responsible for your visa registration fee in-line with our company visa policy while it shall be reimbursed back to you by the management upon your arrival here in United States of America.

BONUS : Bonus will be payable by the management discretion.

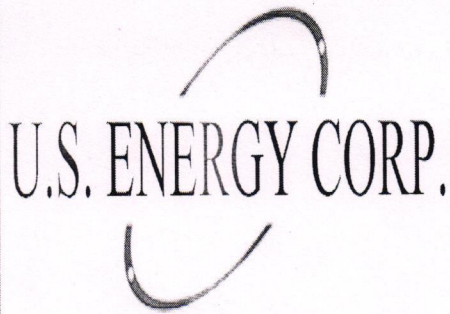
EDUCATION EXPENSES : School fees up to five thousand dollar (\$5,000) for two (2) children per annum for actual fees will be your entitlement for your children Education. Expenses for uniform, textbook, etc. will be borne by you.

WORKING HOURS : You shall be required to be on service six hours in a day, on thirty six hours in a week.

TERMINATION : This contract can be terminated by either, if you desire to leave this job and the service of this company, you shall be required to give a notice of 30 working days or 30 working days salary in lieu of notice thereof. In case of the termination of employment by the employer on disciplinary ground, no notice shall be served or compensation in lieu of the notice period is required to be given.

SECRECY CLAUSE : You shall no part with any of the information to any outside person or any organization. Breach of this conditions shall be considered as a serious offence which may necessitate suitable action being taken against you by the company.





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COMPENSATION CLAUSE: In case you resign or otherwise wish to leave the service of the company before completing on full year of service under any circumstances whatsoever, you shall compensate the company for: Joining expenses incurred by the company on you; and One months' salary (Salary that will be retained as security and after successful completion of two years shall be reimbursed with this contract, any past contract signed by you with us, with any of our Sister companies or with any of our representative are to be treated as null and void. You shall not have any objection to work, even if you are to transferred to any of our branches.

Once you are interested and wish to accept this offer of employment, please sign the duplicate copy of this letter and return it to the management as soon as possible. In the event that we have not heard from you on time, this offer will be automatically withdrawn.

I..... fully understand the terms of employment and the implication set out in the above letter. I now accept the offer of employment.

..... /..... /...../2021.

Applicant Signature & Date.

US ENERGY CORP.

Sign.....

HOUSTON-USA

Mr. Bright Simon
Appointing Officer,
US Energy Corp.



(Signature)
PRINCIPAL
Dr. V. V. Patil College of Engineering
Ahmednagar