



Toyo Engineering India Private Limited

CIN : U28900MH1981PTC025413
 Registered Office : Toyo House, L.B.S. Marg,
 Kanjurmarg (West), Mumbai - 400 078, INDIA
 Tel: +91 22 2573 7000, Fax: +91 22 2573 7520 / 21
 E-mail : in.contact@toyo-eng.com
 Website : www.toyo-eng.com/in/

<Security Level 3>

Ref : HCAD/HRD/2019-20/2237
 Date : September 3, 2019

Mr. Pratik Laware
 At - Post Loni,
 Tal - Rahata,
 Dist. Ahmednagar - 413711

Dear Sir

SUB : APPOINTMENT LETTER

We refer to your application, subsequent interviews and discussions you had with us. We are pleased to offer you employment in our organization on the following terms and conditions:

1. Date of Joining: **September 3, 2019** & Employee Code: **04378**.
2. You will be required to work as **Junior Engineer** at our Mumbai Office.
3. Your Basic Salary will be Rs. 15010/- (Rupees Fifteen Thousand Ten Only) per month. Detail salary break up is attached in Annexure – A.
4. You will be in **Supervisory Grade S3**.
5. **House Rent Allowance**
 You will be paid House Rent Allowance of Rs. 7400/- (Rupees Seven Thousand Four Hundred Only) per month.
6. **Special Allowance**
 You will be paid Special Allowance of Rs. 6975/- (Rupees Six Thousand Nine Hundred Seventy Five Only) per month.
7. **Provident Fund / Pension Scheme**
 Company shall make equal contribution as yours i.e. 12% of your earned basic salary per month towards PF and EPS contribution from the date of joining.
8. **Gratuity**
 Payable in accordance with an approved fund at the rate of one month's basic salary for each completed year of service, subject to the conditions laid down in the Service Rules of the company.
9. **Bonus**
 You shall be entitled to payment of Bonus in accordance with the subject to the provisions of the Payment of Bonus Act, 1965 and amendments thereto from time to time.

Toyo Technology Centre: 71, Kanjur Village Road, Kanjurmarg (E), Mumbai - 400 042.
 Tel: +91 22 2573 5000, Fax: +91 22 2573 5842

Delhi Office: 214, Splendor Forum, Jasola District Centre, Near Apollo Hospital, New Delhi - 110025.
 Phone : 011-4059-1240, Fax : 011-4059-1246, Email : in.delhi@toyo-eng.com



(Signature)
PRINCIPAL

Dr. Vithalrao Vilekar Patil
 College of Engineering
 Ahmednagar



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10. Leave Travel Assistance

After completion of one year of service and every year thereafter, you will be entitled to avail L.T.A. @ 1.2 times of monthly basic salary subject to your availing privilege leave as specified in the Service Rules of the company.

11. Medical Benefit

You will be paid Medical Allowance as 20% of monthly earned basic each month.

12. Medical Fitness

- a. Your appointment, confirmation and continuation in employment will be subject to your being certified medically fit by the Company's medical consultants, from time to time.
- b. In case you are found medically unfit to continue with the job, you will lose your lien on the job.

13. Superannuation

As per the Service Rules of the company.

14. Retirement

- a. You will retire from the services of the Company on attaining the age of 58 years.
- b. For determination of age, the details in the documents furnished by you and verified by the Company at the time of joining, will be deemed to be final and binding.

15. Leave

You will be entitled for leave as per the Company Policy.

16. You will be entitled to all amenities and privileges as available to other personnel of your grade and status which may vary from time to time.

17. At the discretion of the Management, you may be required to work at our Mumbai Office or at the Project Site/s in India or Overseas or may be transferred to any other department or establishment of the company's business from time to time.

While posted at Mumbai Office, the company will not provide any housing accommodation and you will have to make your own arrangements for your stay at Mumbai. However, bachelor's type living accommodation may be provided when posted at the company's project site/s only, in India or Overseas.



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18. You will initially serve as a probationer for a period of 6 months from the date of joining, which may be extended further or reduced at the sole discretion of the company, depending upon your performance at work, conduct, attendance etc.. Until you receive a letter of confirmation you will be deemed to be on probation even though you may have completed the said period of probation.

The company can, at any time during the probationary period, terminate your employment without notice and without assigning any reason. In the event of such termination, you will be entitled to receive your dues upto the date of which your aforesaid employment is terminated and you shall not be entitled to any sum as compensation or otherwise in respect of termination of your aforesaid employment.

Should you desire to leave the services of the company during the probation period, you will be required to give to the company 15 (fifteen) days notice in writing failing which the company will have the right to recover an amount equivalent to 15 (fifteen) days gross salary.

Your service after confirmation, may be terminated by the company at any time without assigning any reasons by giving you 60 (sixty) days gross salary only in lieu of notice. Should you desire to leave the services of the company after confirmation, you will be required to give to the company 60 (sixty) days notice in writing failing which company will have the right to recover 60 (sixty) days gross salary only from you as liquidated damages.

19. Your hours of work, shifts and place of work shall be such as may be notified from time to time.
20. Your appointment is subject to your acceptance of the existing Service Rules and any amendments thereto that may be brought into force from time to time thereafter.
21. Notwithstanding anything herein contained, any breach of company's Rules and Regulations or any instance of misconduct of any description whatsoever on your part, may entail instant dismissal with forfeiture of the right to notice or salary in lieu thereof. In the event of dismissal under the terms of this clause, you will be entitled to your dues upto and including the date of dismissal and you shall not be entitled to any sum as compensation or otherwise in respect of termination of your service.
22. You will be required to devote your efforts solely to your duties in this company and the furtherance of this company's interest. You shall not either during the continuance of your employment herein under or thereafter, except in the proper course of your duties as such divulge any of the affairs or secrets of the company to any person, firm or company without the previous consent in writing of this company nor shall you use or attempt to use any information which you may acquire in the course of your duties in any way which may injure or cause loss or be calculated to injure or cause loss to the company.



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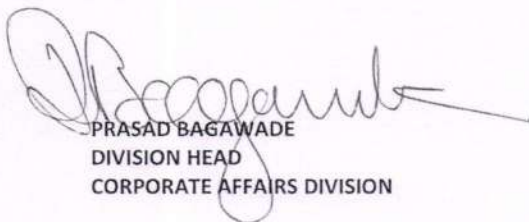
Date : September 3, 2019

23. You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to and be the absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for patent, licenses, or other rights, privileges, or protection as may be directed by the Company in respect of such discovery, invention, process or improvement so that the benefit thereof shall accrue to the Company and you will execute all instruments, acts, deeds and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in the Company's favour or in favour of such other person of person, firms, or companies as we may direct as the sole beneficiary thereof.
24. Upon your separation from the company, you will return to the company all papers, documents, materials or equipment of the company which may be in your possession.
25. You will forthwith notify the company regarding any change in your residential address.

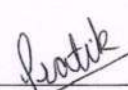
Please sign and return the duplicate of this letter to signify your acceptance of the above terms and conditions.

We look forward to many years of association.

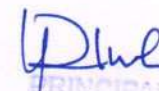
Yours truly,
For TOYO ENGINEERING INDIA PVT. LTD.


PRASAD BAGAWADE
DIVISION HEAD
CORPORATE AFFAIRS DIVISION

I accept and expressly agree to abide by
the terms mentioned herein.


Pratik Laware
DATE : September 3, 2019




PRINCIPAL
Dr. Vihabao Vikhe Patil
College of Engineering
Ahmednagar 4

Ref : HCAD/HRD/2019- 20/2237
Date : September 03, 2019

Compensation	Monthly (In Rs.)	Annual (In Rs.)
BASIC	15010	180120
H.R.A.	7400	88800
SPECIAL ALLOW	6975	83699
TOTAL (PART A)	29385	352619
B & P REIMBURSEMENT	500	6000
TELEPHONE/MOBILE REIMBURSEMENT	1000	12000
TRANSPORT ALLOW	1600	19200
FOOD COUPONS	1500	18000
GIFT COUPON	0	0
FUEL EXPENSES	0	0
MEDICAL ALLOWANCE	3002	36024
TOTAL (PART B)	7602	91224
P.F.	1801	21614
GRATUITY	1251	15010
SUPPER ANNU.	751	9006
L.T.A.	1501	18012
TOTAL (PART C)	5304	63642
BONUS (Approx) (* Subject to company's overall performance + individual performance)	1876	22515
TOTAL (PART D)	1876	22515
TOTAL (A+B+C+D)	44167	530000



Dr. Vikhe Patil
PRINCIPAL
Dr. Vikhe Patil College of Engineering
Ahmednagar