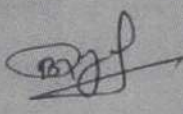


KSB-HRD/GET/13/2017
September 01, 2017

Mr. Sagar Lala Marathe
At - Harewadi,
Post - Daulawadgaon,
Taluka - Ashti,
Beed 414 202

Through: Department Head 

Dear Sir,

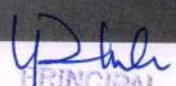
Subject: Letter of Engagement – Graduate Engineer Trainee

We are pleased to inform you that you have been selected to undergo training as Graduate Engineer Trainee under the Apprentices Act (Amended 1973) at our Vambori Works, on the following terms and conditions:

1. You will be on training for a period of One Year, commencing from September 01, 2017 up to and including August 31, 2018.
2. You will be paid a stipend of Rs. 20000.00 (Rupees Twenty thousand only) per month during the period of your training. However, no other allowance of any nature whatsoever, will be payable to you.
3. Paid leave as applicable to you, currently 12 casual leaves and 15 sick leaves for one year. The leave shall be availed as per the Leave Policy of the Company.
4. In all matters of conduct and discipline, you shall conduct yourself as a Trainee and the rules and regulations as applicable to the Trainees in the Company shall apply to you.
5. You will be given a detailed training plan after joining. Your performance during the training will be conducted at the end of each quarter and subsequently you will have to acknowledge the Performance Evaluation Sheet.
6. On completion of the training after one year, if the Company is satisfied that you have assimilated the training imparted to you, as also should there be a vacancy, you will be absorbed on the rolls of the Company.

However, if you fail to assimilate the training imparted to you during the above period of one year, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services and your training period shall stand terminated without any further notice and/ or compensation in lieu thereof.




PRINCIPAL
Dr. Vithalrao Vikhe Patil
College of Engineering
Ahmednagar


Page 2
KSB-HRD/GET/13/2017
September 01, 2017

7. If the Company decides to absorb you in the permanent service, you will have to execute a bond of 2 years in consideration of the training imparted to you. You will have to undertake and agree that during the period of 2 years of bond you will not leave the service of the Company and also not take any employment with any other person, firm of the Company. If you leave or resign from the services at any stage before completion of 2 years bond period you will have to forgo/ pay the liquidated damage charges approximately Rs. 1.5 lakh as the same detailed out in an agreement of service bond.
8. During the training, you are liable to be transferred to any department/Office/Plant of our organization and you will abide by the working hours of the Department or Establishment concerned without any extra stipend or any other benefit. You shall be trained at various locations outside the Headquarters for company's business as may be required by the Company at its sole discretion.
9. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In-house magazine.
10. In the event of willful neglect of duties or if you are found guilty of dishonesty, disorderly or rude behavior or disobedience or any other misconduct considered by the company as detrimental or prejudicial to the interest of the company or violation of one or more terms of this letter, you will be liable for suspension without pay during the pendency of the enquiry and / or termination of employment or dismissal from training.
11. This letter of training is subject to your successful medical examination by authorized company doctor. For this purpose, you are requested to get in touch with our Vambori Works.

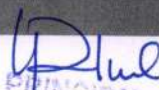
The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you,

Yours Sincerely,
KSB PUMPS LIMITED


Shirish Kulkarni
Director - HRD




PRINCIPAL
Dr. Vithalrao Vikhe Patil
College of Engineering
Ahmednagar