



July 19, 2019

Mr Pavan Patil
Varangaon, Bhusawal Jalgaon 425305

Dear Pavan,

This has reference to your application for employment and the subsequent interviews you had with us. We are pleased to appoint you as Engineer- Industrial Engineering, with our business unit, TATA FICOSA AUTOMOTIVE SYSTEMS PVT.LTD., in Grade B2, on the following terms and conditions:-

You will be on probation for a period of six months from the date of commencement of your employment. Such probation shall be confirmed in writing by the company subject to satisfactory performance during this period.

At present you will be posted at our Chakan plant. However, your services are liable to be transferred to any other department, work sites, offices, branches, factories associate or group companies anywhere in India / outside India depending upon the exigencies of work.

Matters pertaining to your remuneration are treated in strictest of confidence by the Company and the same is expected on your part. You shall maintain complete confidentiality in all the information herein disclosed to you. Any inconsistent action by you involving a disclosure of these details will attract strict disciplinary action.

Your appointment is subject to your being certified fit by our Medical Officer and clearance of Background Verification.

You will join the Services of the Company on or before August 01, 2019. You are requested to bring the following documents along with you, at the time of joining.


- (a) A photocopy of Certificates each of proof of Age, Qualification and Experience.
- (b) Five copies of your recent Identity Card size & one copy of stamp size color photograph.
- (c) A photocopy of Relieving letter from your previous Employer.
- (d) Photocopy of documents showing account number of Provident Fund & Family Pension Account if any.

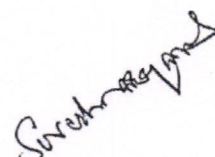
Please contact HR Department on the date of joining in General Shift to complete the joining formalities.

Please sign and return a duplicate copy of this letter in token of your acceptance of the terms contained herein and let us know the date on which you will join our services.

We look forward to having a long-term association with you.

Yours faithfully,
FOR TATA FICOSA AUTOMOTIVE SYSTEMS PVT.LTD.

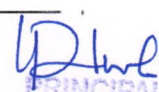

Ashutosh Sharma
General Manager-HR


Sureshnarayanan S
BU Head

I have read and understood the terms and conditions mentioned above and in the annexure I and II. I undertake that there would be no breach of this confidentiality agreement. I hereby accept the engagement on the said terms and conditions. By accepting this offer, I authorize TATA Autocomp Systems to verify the documents from an outside Background Screening Agency, which includes my current/previous Employment history, Educational / Professional Credentials and my Criminal background check.

Signature and name : _____ Date : _____




PRINCIPAL
Dr. Vithalrao Vikhe Patil
College of Engineering
Ahmednagar

TATA Ficsa Automotive Systems Private Limited

Regd. Office : TACO HOUSE, Plot No-20/B FPN085, V. G. Damle Path, Off Law College Road, Erandwane, Pune 411 004
Tel. No.: 91 20 6674 5300 Fax 91 20 6674 5350
CIN U74999MH1998PTC112992