



TOLIA INDUSTRIES

PLOT NO. D-42, ROAD NO. 18, VADGA INDUSTRIAL ESTATE
THANE - 400 004, INDIA. Tel : 91-22-2580 4748 / 91-22-2580 1000
Fax : 91-22-2581 2907 E-mail : rajesh@tolia.com WEBSITE : www.tolia.com

Appointment Letter

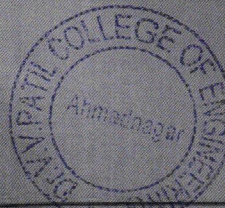
Date: - 13/10/2018

To,
Mr. Tushar Prakash Jadhav
Nemade Galli, Juni Dombivli,
Near Ashthvinayak Dairy,
Dombivli.

Dear Mr. Tushar P. Jadhav

We are pleased to appoint you as Asst. Production Manager on following terms & conditions.

1. Effective date - 13th Oct 2018
2. Designation - Asst. Production Manager
- 3 (a) Consolidated salary - As per attachment
(b) HRA - As per attachment
(c) Provident Fund & ESIC - As per attachment
(d) Bonus - As per attachment
(e) PL & CL - As per rule applicable to you.
(f) Leave travel allowance - As per attachment
(g) Gratuity - As per attachment
(h) Increment - Increment will be from time to time as applicable to other staff members & will depend on the performance. The annual increment will not be automatic & at the discretion of management. It may be withheld if performance is not satisfactory.
4. Secrecy Clause - You are required to maintain the secrecy of work and other aspects of the work and shall not divulge to anybody or outsiders without the permission of the management in writing. Not only that even after the leaving of the employment or termination of the services, you should abide by terms of this clause for minimum five years.



(Signature)
PRINCIPAL
Dr. Vitthalrao Vikhe Patil
College of Engineering
Ahmednagar

ISO/TS 16949 & ISO 14001 Company



Excellent Bag



TOLIA INDUSTRIES

PLOT NO. D-42, ROAD NO. 15, WAGLE INDUSTRIAL ESTATE,
THANE - 400 604, INDIA. Tel : 91-22-2580 4748 / 91-22-2580 1333
Fax : 91-22-2581 2607 E-mail : rajesh@tolia.com WEBSITE : www.tolia.com

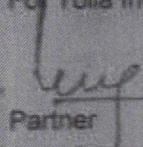
5. Termination of employment - This arrangement is terminable by either side at one month's notice or payment of one month's salary in lieu of notice to the other side, without assigning any reason. In such eventuality, you cannot take shelter within the provision of the I.D. Act 1947 or M.R.T.U & P.U.L.P. Act, 1971 against the company.
6. Transfer / secondment - at the option of the company, you will be required to work for any associated or subsidiary company on secondment or transfer either full time or part time and to work for the company or for any associated or subsidiary company in any part of India as may be directed by the Management.

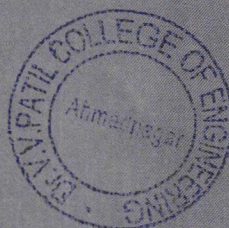
You shall abide by the administrative instructions and rules and regulations of the company as in force from time to time for effective and smooth working of the organization.

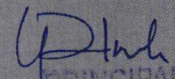
Should this term be applicable to you, kindly sign and return the duplicate copy of this letter in confirmation.

7. Probation Period - As discussed, you will be on probation for period of 3 Months. If your work is satisfactory, you will be confirmed. If your work is not satisfactory, your probation period will not be extended.

For Tolia Industries.


Partner




PRINCIPAL
Dr. Vinodrao Vikas Patil
College of Engineering
Ahmednagar