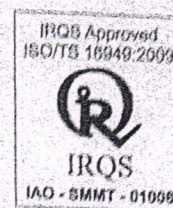




# AKAR AUTO INDUSTRIES LTD. (Formerly known as Akar Tools Ltd.)

Gut No.-24/25, Chitegaon, Palthan Road, Aurangabad - 431 107 (M.S.) INDIA,  
Ph: 02431-661999, Fax: 02431-251099,  
CIN - L29220MH1989PLC052305



Ref: AAIL/HR/TRN/2019-20

Date: 22/01/2020

To,  
**Mr. Sominath Pimple,**  
Chitegaon, Aurangabad

Sub.: Engagement as a Graduate Engineer Trainee - Purchase.

Dear Mr. Sominath Pimple,

With reference your application and subsequent discussions you had with us, we are pleased to engage you as a Trainee in our organization

The terms and conditions governing your training are given below:-

1. **Training period:**

You will be on training for a period of Twelve months effective from 22/01/2020 to 21/01/2021.

2. **Consolidated Stipend Gross:**

A sum of Rs.12,000/- (Rupees Twelve Thousand only) per month will be paid to you as stipend. You will not be entitled to any other benefits, apart from the above. Besides the terms & conditions of this order, the Model Standing Orders shall NOT be applicable to you.

3. Your training will be observed by your trainer and superiors and any instructions, oral or in writing shall be applicable to you and you shall be duty bound to follow and implement the same.

4. There shall be no automatic regularization of your services after completion of your training.

5. The successful completion of your training shall not mean automatic confirmation in employment.

Regd. Office : 304, Abhay Steel House, Baroda Street, Carnac Bunder, Mumbai - 400 009 (M.S.) INDIA.  
Phone : (022) 23484886, 23481083, 23481084, Fax: 91-22-23483887, E-Mail : akarmumbai@gmail.com

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6. Your services during the training period are liable to be terminated without assigning any reasons, without any notice and without any wages in lieu of notice by the undersigned.
7. You shall have no right to demand extension of your training period or confirmation or regularization in our employment.
8. Upon your successful completion of training period, it shall be the sole prerogative of the management whether to utilize your services or not and in case the management decides to utilize your services; the same shall be by issuance of an express order in writing by the undersigned.
9. In case you are continued beyond your training period without any order being passed, it shall not mean that you have attained the deemed status of permanency or that you have automatically come out of the purview of this order. Even thereafter, the discontinuation of your services shall mean the termination of your training program.
10. Initially you will be posted at Waluj, Aurangabad. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India or overseas. You may also be assigned such other duties as may be necessary at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies
11. In case you remain unauthorized absent for five or more days in a month or for three consecutive days, it shall mean that you have no interest in training and that you have abandoned your training. In such circumstances, the undersigned shall have every legal right to strike-off your name from the trainee rolls of the factory.

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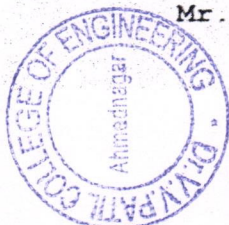
12. There shall be no employer - employee relationship between you and our Management.
13. You shall not be entitled for leave as is available to the other members of the staff. However, you shall be entitled for casual leaves of six days in a year on pro-rata basis. You shall also be entitled for earned leaves as per Factory Act.
14. You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your services may be terminated by the company with immediate effect. You will also be required to sign the Secrecy Agreement on your joining
15. Any amendment, modification or addition or deletion to this order by the undersigned shall be communicated to you in writing and the same shall be automatically applicable and binding upon you with immediate effect and it shall not require any notice of change.
16. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your training is liable to be terminated without notice.
17. You shall not be entitled to any benefits other than those made available to you as per this order.

We welcome you and hope that you will exploit the opportunity by learning all aspects of organizational working.

For Akar Auto industries Limited

Authorized Signatory

Mr. Sominath Pimple



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PRINCIPAL  
Dr. V. K. Patil  
College of Engineering  
Ahmednagar