

## Appointment Letter

19.08.2021

Mr. Lav Tulshiram Dhanad  
At post Palked, Tq- Vaijapur,  
Aurangabad- 423703

Dear Mr. Lav Dhanad,

This refers to our offer letter dated 16.08.2021; we are pleased to appoint as a  
**"Engineer Trainee"** in our Organisation with effect from 19.08.2021.


Your appointment will be governed by the following terms and conditions:-

1. Your assignment is of a contractual nature and will be for a period of 1 year from the date of appointment.
2. You will be designated as **"Engineer Trainee"**.
3. Your remuneration package will be as under:-  
You will be paid Gross Emoluments of Rs.1,80,031/- Per Annum (all inclusive). Your remuneration will be subject to - Income Tax and other taxes as applicable. The breakup of your emoluments is given in Annexure "A" to this letter.
4. You will be a member of the Company's Provident Fund Scheme. This Scheme is governed by the Company's rules and may be amended from time to time.
5. During the assignment you may be rotated from one department to another, from one Section to another and from one Regional Centre to another, which is in existence today or that may come into existence in future anywhere in India, depending on the requirement of the Company.
6. You will carry out all assignments as per the instructions of your superiors from time to time.
7. You will be required to work during staggered office hours as may be fixed by the Company from time to time.
8. You will be eligible for leave as per the rules existing today or which may be changed from time to time.

### FORBES & COMPANY LIMITED

B-13, MIDC, Waluj, Aurangabad - 431 133 (INDIA)  
Phone: +91 240 2553421/31/22, Tele Fax: +91 240 2553433  
Registered Office : Forbes Building, Charanjit Rai Marg Fort,  
Mumbai-400001 India Tel: +91-22-40749191  
CIN No. L17110MH1919PLC000628



  
PRINCIPAL  
Dr. Vithalrao Vitho Patil  
College of Engineering  
Ahmednagar  
**FORBES**

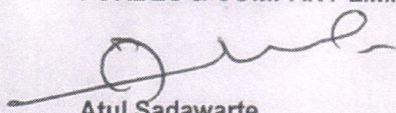


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9. Please note that your appointment is purely contractual for a period of one year & does not confer on you any right to claim permanency / salary or benefits as applicable to other employees of the Organization.
10. You will abide by all the rules and regulations of the Organization during your contract with us.
11. If any declaration given or furnished by you to the Company proves to be false or if you are found to have wilfully suppressed any material information, you will be liable to be terminated from service without any notice.
12. You will maintain strict confidentiality regarding any information / data etc. that you may come across during the course of your work and will also not share such information / data even after cessation of your contract.
13. Your contract is exclusive during the period of contract with us. You will not engage in any other activity whether remunerative or honorary nor work for any other establishment or organization, during the subsistence of your contract.
14. It is further agreed and understood that your contract can be terminated by giving one month notice on either side or by paying the amount equivalent to one month compensation in lieu of notice.

If the above terms and conditions are acceptable to you, you are requested to sign the duplicate copy of this letter, signifying your acceptance of this offer and return the Same to us.

**FORBES & COMPANY LIMITED**




**Atul Sadawarte**  
**DEPUTY GENERAL MANAGER - HUMAN RESOURCES**

I accept the above terms and conditions

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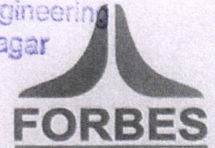
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## Annexure "A"

FORBES & COMPANY LIMITED	
NAME	Lav Dhanad.
DESIGNATION	Trainee Engineer
DIVN. / DEPT.	Engineering
LOCATION	Aurangabad
W.E.F.	19.08.2021
GRADE	ET
BASIC	5,700
HRA (50% of Basic)	2,850
CHILDREN EDUCATION ALLOWANCE	200
SUPPLIMENTORY ALLOWANCE	500
PERSONAL ALLOWANCE	4,085
<b>TOTAL A - P.M.</b>	<b>13,335</b>
ESI	433
P.F.	1,234
<b>TOTAL - B</b>	<b>1,668</b>
<b>TOTAL - A+B (P.M.)</b>	<b>15,003</b>
<b>TOTAL GROSS (PA)</b>	<b>1,80,031</b>



*[Signature]*  
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