

ED:

Mr. Nazeem Ullal

Mangalore

RE: Mr. Chiranjith Singh

Dear Nazeem Ullal,

As a result of your recent interviews, I am pleased to make you the following offer of employment.

**Appointment type : Trainee Engineer**

**Employment Starting Date:** On or before 1 Sep 2020

**Base Compensation:** Your annual salary will be 3LPA, payable on a bi-weekly basis. Increases to the base compensation shall be discretionary based on your annual performance review, which shall occur no later than 90 days after the anniversary date of your employment or last performance review.

**Bonus:** You will be eligible for an annual bonus. This bonus is discretionary and shall be based solely on individual performance. ( Bonus can also be done % at ground-breaking, % at TCO and % at Turn-over)

**Cell Phone:** A company owned cell phone will be provided

**Computer:** A laptop computer will be provided for company business use only.

**Transportation Allowance:** You will receive a transportation allowance of Rs 3500. This sum shall be provided to you monthly and shall increase every three years at the rate of CPI. This is an allowance and you shall be responsible for any costs you incur that exceed said allowance (except those costs considered non-customary for your position).

**At-will Employment:** Your employment with the Company is At-Will, and is in no way intended to be, or should it be construed to be, a promise of, or a contract for, employment. Your employment may be terminated by either party with 24 hours notice. Any accrued vacation time will be paid at termination.

**Severance:** If your employment is terminated by employer within 12 full months of employment for reasons other than insubordination or unethical behavior than you will receive 8 weeks base salary and we will continue to pay employee portion of your benefits for 8 weeks. If your employment is terminated by employer between 12 full months and 24 full months of employment for reasons other than insubordination or unethical behavior than you will receive 4 weeks base salary and we will continue to pay employee portion of your benefits for 4 weeks. If your employment is terminated by employer after 24 full months of employment than severance is at will of employer and current circumstances.

The following benefits are currently available from the Company, but are subject to change:

Principal  
A.J. Institute of Engineering & Technology  
Mangaluru - 575 006

**Group Health benefits:** Starting on the first full month following completion of a standard 90-day probationary period, you will be eligible for participation in the Company's Insurance Program, which includes Dental and Vision coverage. Dependent health coverage as well as dependent dental and vision plan coverage is also available at an additional cost.

**Vacation:** You are entitled to ten (10) vacation days per year, which is accumulated on a bi-weekly basis. This same two-week accrual will apply in each of the second and third years of employment. After completion of three years of employment, you would accrue at a rate of three weeks vacation per year (15 days). You cannot carry over vacation beyond the year after which it is accrued.

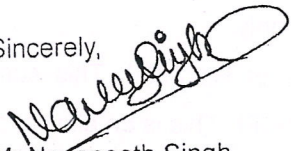
**Holidays:** The Company has six (6) standard paid holidays, which consist of New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving, and Christmas Day.

**Sick Days:** The Company provides five (5) days per calendar year for sick days.

Please indicate your acceptance of this offer of employment by signing below and returning the signed offer to me.

We are very pleased to have you as a member of our team and look forward to working with you. I believe that you will have the opportunity to make a valuable contribution to the Company as well as have the chance to fulfill your career goals.


Sincerely,

  
Mr. Navaneeth Singh

(Hiring Manager)


Chibbar Construction Company Pvt.Ltd

I have read, understand and agree to all of the foregoing terms and conditions of this offer of employment and hereby accept the offer.

  
Mr. Nazeem Ullal

Candidate Legal Name

Date 28-2-2020

  
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