

August 25, 2021

Mr. KARAN K

Kotekar Nethila House,
Shree Devi Nilaya,
Mangalore

Dear Karan K,

With reference to your test / interview you had with us, we have pleasure in offering you an employment in Aktis Engineering Solutions Private Limited on the following terms:

- (1) **Title:** Your assignment will be that of **Design Engineer** at our office in Bangalore. The Company may at its discretion reassign and/or transfer you to any other similar position in the Company anywhere in India.
- (2) **Date of Joining:** 01st September 2021. This offer is invalid if you fail to report on the mentioned date.
- (3) **Salary & Allowances:** Your salary and allowances will be as per details attached to this letter and marked as Annexure I
- (4) **Probation & Notice Period:** You will be on probation for a period of initial six months which may be extended if found necessary. After the probation period, your confirmation as a regular employee will be based on your positive contribution to the Company's objectives. If at any stage during your probationary period, your work or any aspect of your behaviour is found unsatisfactory; your services will be dispensed with, without notice.
After completion of the probation period, your services would be liable to be terminated by either side giving 60 days' notice or on payment of an amount equivalent to 60 days' salary in lieu of the notice period. If you have an incomplete assignment, the Company may relieve you only after completion of the assignment or 60 days whichever is later.
- (5) **Increment & Promotion:** Increments & Promotions will depend solely on your performance and contribution towards Company's growth and objectives and the same will be decided by the top management of the company.
- (6) **Leave:** You will be entitled to 15 days of paid leaves per year during your probationary period and 20 days of paid leaves per year after confirmation or as per the Rules of the Company for the time being in force.

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Aktis Engineering Solutions Pvt. Ltd.

- (7) **Deduction:** All payments to you under the terms of employment are subject to deduction at source under the Income Tax Act and any other enactments that may be in force from time to time. The Company will also be entitled to deduct from the payment due to you, any dues payable by you to the Company
- (8) **Other Employment:** You agree not to be employed, whether full-time or part-time, as the Director/ Partner/ member/ employee of any other organization/entity engaged in any form of business activity without the written consent of Aktis Engineering Solutions Private Limited.
- (9) **General:** You also will have to agree to the terms and conditions of the employments as mentioned in the 'Employee Handbook'. The Company may frame new policies / make changes to existing policies from time to time, with due intimation to you and the same will be binding on you.
- (10) **Points to Remember:** At the time of joining, you need to bring the following:
Original and one set copy of:
1. SSLC and PUC certificate and mark sheets.
2. All degree certificates and mark sheets of all semester
3. Two Photographs
4. Aadhar Card & PAN Card

If the above terms and conditions are acceptable to you, please return the duplicate copy of this letter, signed in token of your acceptance together with Annexure I.

We welcome you to the Aktis family and wish you a rewarding career over the years to come.

Sincerely,
For Aktis Engineering Solutions Pvt. Ltd.


Authorised Signatory
Barath Coumar Ramadas
Director




I have read, understood and agree to the terms & conditions set forth in this Offer Letter.

Name: _____

Signature: _____

Date: _____


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ANNEXURE I

Forming part of Letter of Appointment dated August 25, 2021

Name : Mr. KARAN K
Title : Design Engineer

Monthly Components:

Basic : Rs.15,000/- per month
House Rent Allowance : Rs.5,000/- per month
Total : Rs.20,000/- per month



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