

August 25, 2021

Mr. Shailesh V Aithal
Sree Shaila House,
Mithotta Colony,
Kola Hosabettu post,
Mangalore
Karnataka 575019

Dear Shailesh,

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.



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

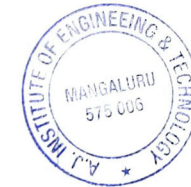
ANNEXURE I

Forming part of Letter of Appointment dated August 25, 2021

Name : Mr. Shailesh V Aithal
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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