

Abhishek Rai

30 027

LJKIFEC031

**ANNEXURE
TERMS AND CONDITIONS**

(1)

- You shall abide by all terms and conditions of service as shall be applicable from time to time.
- You will be on probation initially up to one year; however, your probation period can be extended at the management discretion. You will continue to be on probation until such time till you receive the letter of confirmation.
- During the probation or after confirmation, the services may be terminated by either party giving thirty days' notice in writing or by giving thirty days salary in lieu of notice. Such notice shall not be deemed necessary in the case of termination of services on the grounds of poor performance, refusal to get relocated to any upcountry location as per the organization requirement, willful neglect or breach of trust, or any other serious derelictions of duty, which are prejudicial to the interest of the Company. In case of resignation, the Company reserves the right to relieve you any time during the notice period without payment of any compensation for the remaining notice period.
- Full and final payment of dues and other formalities would be completed within 45 days after your last working date.
- In case of a resignation without notice, recovery will be done for the shortfall in notice period. On the contrary amount for notice period shall be recovered from the dues (if any) payable to you. In case there are no dues payable to you then an independent recovery proceeding shall be initiated against you at your cost. Relieving letter will be issued only thereafter.
- In case you do not report to office without prior permission from your reporting manager for 3 consecutive days you will be tagged as absconding from services. If you are declared absconding, the shortfall of notice period will be recovered from the dues payable to you.
- The information relating to education qualification, past employment record - salary drawn, nature of job, period of employment, reason for change of job, notice period served, company property returned etc., submitted by the staff members at the time of joining is subject to verification. In case it is found that the information is incorrect, the services of the said staff would be terminated without assigning any reasons thereto. The concerned staff would not be eligible for any payment or experience certificate from the company for the period of employment with the company.
- In case of Force Majeure like floods, fire, natural calamity, pandemic situation, and imposition of any restrictions at place of work by the government, the Company shall be at liberty to modify all/any terms and conditions of appointment contained herein and you shall not claim any relief from the Company on the basis of the terms and conditions which are put in abeyance.
- You are bound on the termination of your appointment, however terminated, to return to the Company any property/intellectual property of the Company in your possession, including manuals, reports, technical documentation, software and hardware and correspondence etc. In case of failure to return the aforesaid items despite notice from the Company to that effect, you shall be liable for the offences under the Indian Penal Code, 1860. In case of any damage to the said items necessary charges will be recovered from you. In case any mechanical item is found to be non-functional when received from you the actual cost of the said item shall be recovered from you.

Jaro Education

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

jaro education®

Remuneration details for a fulltime post graduate:

Location	Mumbai, Bangalore, Noida, Gurgaon & Pune		Hyderabad & Chennai	
	1 st Month	4 th Month onwards	1 st Month	4 th Month onwards
Target	Rs.30,000	Rs.50,000	Rs.30,000	Rs.40,000
Fixed Component	Rs.30,000	Rs.50,000	Rs.30,000	Rs.40,000
Daily Travel Reimbursements*	Rs.3,000	Rs.3,000	Rs.3,000	Rs.3,000
Monthly Incentive*	Rs.15,000	Rs.15,000	Rs.15,000	Rs.15,000
Performance cum Continuity Bonus	Rs.2,500	Rs.2,500	Rs.2,500	Rs.2,500
Total amount per month	Rs.50,500	Rs.70,500	Rs.50,500	Rs.60,500
Components (in Rs. Per annum)	Rs.6,06,000	Rs.8,46,000	Rs.6,06,000	Rs.7,46,000

Remuneration details for a graduate:

Location	Mumbai, Bangalore, Noida, Gurgaon & Pune		Hyderabad & Chennai	
	1 st Month	4 th Month onwards	1 st Month	4 th Month onwards
Target	Rs.25,000	Rs.40,000	Rs.25,000	Rs.35,000
Fixed Component	Rs.25,000	Rs.40,000	Rs.25,000	Rs.35,000
Daily Travel Reimbursements*	Rs.3,000	Rs.3,000	Rs.3,000	Rs.3,000
Monthly Incentive*	Rs.10,000	Rs.10,000	Rs.10,000	Rs.10,000
Performance cum Continuity Bonus	Rs.2,000	Rs.2,000	Rs.2,000	Rs.2,000
Total amount per month	Rs.40,000	Rs.55,000	Rs.40,000	Rs.50,000
Components	Rs.4,80,000	Rs.6,60,000	Rs.4,80,000	Rs.6,00,000

Working days - Monday to Saturday
Office Timings - 10:00 a.m. to 7:00 p.m.

www.jaroeducation.com



Principal

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

Jaro Institute of Technology Management and Research Limited
Registered Office : 11th Floor, Vikas Centre, Dr. C. G. Road, Near Basant Theatre, Chembur (E), Mumbai - 400 074, India.
CIN: U80301MH2009PLC193957 | Tel: 91 22 0149 0700 | www.jaro.in | Email: comp@jaro.in

Jaro Education