

F/HRD/09

Reference No. SATIND/CORP/APT/2024-25/09

Date : 02-Jan-2025

Name : Bhargav Sarma Yellayi (12205779)

Address: Flat 303, Tower F, Pramukh Sahaj Apartment Muktanand Marg, Chala Vapi Vapi Gujarat 396191 India

Dear Mr.Bhargav,

Subject: Employment in our Company.

We are pleased to appoint you as **Senior Manager - Design Engineer (Grade - E1)** based out of **Shalby Advanced Technologies India, Head Office** on the following terms and conditions:

1. Your date of joining is **02-Jan-2025**.
2. You have been appointed based on the declaration of your being found medically fit in the medical checkup.
3. Your appointment is subject to receiving positive background verification from our authorized service provider.
4. You shall be paid fixed salary of **Rs. 3000000** inclusive of all per annum. The CTC is bifurcated as shown in Annexure-A attached to this letter of appointment.
5. You shall be on probation initially for a minimum period of six months from the date of your joining. The probation period can further be extended or reduced at the discretion of the Management. During probation period either party can bring an end to the employment without assigning any reason or giving 30days notice or 30days salary in lieu of notice. However the employee should ensure proper hand over of the charge, documents, data, records in soft copy or hard copy along with gadgets etc. of the Company to respective unit HR Personnel along with reporting manager/higher-up in proper working and ready to use condition.
6. On satisfactory completion of your probation period, you shall be confirmed in writing, in the Employment. You shall continue to be on probation till your services are confirmed in writing. After your confirmation either party can bring an end to the employment by giving Two Month's clear notice or Two Month's salary in lieu thereof. However, as an exception, the company is entitled to terminate your services immediately without giving any notice or salary in lieu thereof if any misconduct unacceptable in terms of general code of conduct is committed by you.
7. In case of your resignation or your employment coming to an end for any reason whatsoever, you shall not be eligible to receive ex-gratia payment For the period during which your employment comes to an end. The separation as a result of your resignation shall be only after proper and satisfactory handing over of ongoing assignments to the proper person.

8. All payments including monthly salary payable to you shall be subject to income tax and other statutory deductions.
9. Presently you shall be posted at **Ahmedabad**. However, your services are transferable to any branch/department/hospital managed by the Company in the Union of India either in existence or which may come up at any time in future.
10. During the period of your employment with us you will devote your whole time and attention to the duties entrusted to you and will not engage yourself to work for any other person or firm/company in any capacity whatsoever, or do any private business.
11. During your employment with us, you shall not undertake any study or training without prior permission from the management.
12. You will work honestly, sincerely and diligently to the best of your ability and to the entire satisfaction of the Management.
13. You shall keep/maintain in your custody all the information, records, any other documents and assets given/assigned to you by the Company on trust for discharge of your duties/job on its' behalf and return the same in up-to-date condition in case your employment comes to an end for whatever reasons. In case if any of the items is/are not returned in up-to-date condition, you shall be liable to pay the cost of the items as decided by the company. Further you will not divulge company's information, policies and any other details, with to anyone.
14. You shall not take any present/gift, commission, or any kind of gratification in cash or kind from any person, party or firm having connection with this company and if you are offered any, the same should be immediately handed over to the management of this company.
15. You shall work in any department/section and in rotating shifts as required by the Company.
16. You shall retire on completion of 58 years of age.
17. This appointment is given to you on the basis of information/details given by you in your CV and our prescribed application form. If there are any changes in the details / information provided by you subsequent to your employment, the same should be furnished with documentary proofs. In the event of any information/data provided by you in your CV or our application Form or thereafter is found wrong or otherwise, your services shall be terminated forthwith without giving any notice or salary in lieu thereof.
18. You shall be governed by the rules and regulations applicable to the employees of your category in the Company. You shall also abide by the dress code, personal etiquettes laid down by the company.

19. You shall be given your job profile / KRAs soon.
20. Any Dispute arising out of this appointment will be subject to jurisdiction of Ahmedabad Court only.
21. Any changes in the company's policy, code of conduct or service rules will be applicable to you from time to time.

We hope to have a long and mutually fruitful association.

Please confirm acceptance of the above by signing and returning the duplicate copy of this letter.

Yours Sincerely,

For Shalby Advanced Technologies India Private Limited



Babu Joseph Thomas
Chief Human Resource Officer

I agree to all the terms and conditions and accept the appointment. I have joined on **02-Jan-2025**.

Signature :



Annexure-A - STRICTLY PERSONAL & CONFIDENTIAL
Salary Breakup - Mr. Bhargav Sarma Yellayi,

Pay Component	Monthly Amount	Annual Amount
Fixed Gross	2,42,371	29,08,452
Basic	1,21,186	14,54,232
HRA	48,474	5,81,688
Special Allowance	72,711	8,72,532
Retirals	7,629	91,548
Employer PF	1,800	21,600
Gratuity	5,829	69,948
Total	2,50,000	30,00,000
Total CTC	2,50,000	30,00,000

1. The above compensation structure is subject to change without affecting the CTC.
2. The above mentioned net salary will be subjected to deduction of Income Tax, if applicable.
3. Gratuity shall be payable on continuous service of 5 years.
4. In addition to your CTC, you shall be eligible for a Long Term Incentive (LTI) of Rs. 1,00,000/ (Rs One Lakh Only) on successful completion of every year with Shalby Limited effective from your date of joining.

Yours Sincerely,

For Shalby Advanced Technologies India Private Limited



Babu Joseph Thomas
 Chief Human Resource Officer