

Provisional Offer Letter

Date: 11.03.2024

Mr. Lakhan Singh

Sub: Employment offer.

Further to the discussions you had with us, we are pleased to offer you an appointment with us as per the following terms and conditions: -

Designation : - Engineer - Safety in **4D** grade
Date of Reporting : - On or before 20th March 2024.
Probation Period : - 6 Months
Remuneration : - As per attached Annexure "A"
Place of Reporting : - Rajasthan.

You shall submit all the credentials viz. date of birth proof, passport size photographs (2), educational certificates, past employment offers, relieving orders and latest salary slip for validation of our appointment.

Your formal appointment letter will be issued on the date of your joining. You are requested to sign duplicate copy of this offer letter as a token of your acceptance.

We shall feel proud to have you as **A FAMILY MEMBER OF TRANSRAIL AND WISH YOU A LONG PRODUCTIVE AND SATISFYING CAREER WITH US.**

**Yours Faithfully,
For Transrail Lighting Limited,**

A blue ink signature of S. M. Bhalerao, consisting of a stylized 'S' followed by several loops.

**S. M. Bhalerao
Associate Vice President-HR**

I have read and understood the terms and conditions of the appointment and same are hereby accepted by me.

(_____)

TRANSRAIL LIGHTING LIMITED

Domestic Operations: 46, Lambent-IT Park, Harihar Nagar, Besa, Nagpur - 440034 (Maharashtra), India

Tel: +91-7103-281202, 281260, 281263, 281270 | Fax: +91 7103 281276

Registered Office: 501, A, B, C, E Fortune 2000, Block-G, Bandra Kurla Complex, Bandra East, Mumbai - 400051, Maharashtra, India.

Tel: +91 22 61979600 | Fax: + 91 22 61979666 | Web: www.transrail.in | CIN: U31506MH2008PLC179012

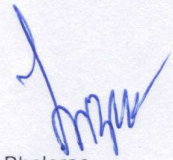
ANNEXURE-A
Transrail Lighting Limited

Name : Mr. Lakhan Singh
Designation : Engineer- Safety
Grade : 4D
Location : Rajasthan

(All Amount in INR)

| | Compensation Details | Amount / Month | Amount / Annum |
|----------|---|----------------|----------------|
| A | Monthly Payments | | |
| 1 | Consolidated Basic | 14500 | 174000 |
| 2 | Flexi Allowance | 19650 | 235800 |
| 3 | House Rent Allowance (20%) | 2900 | 34800 |
| 4 | Children Education Allowance | 200 | 2400 |
| | Total - Per Month / Annum | 37250 | 447000 |
| B | Monthly / Annual Payments / Reimbursements | | |
| 1 | Bonus / Exgratia (20%) | | 34800 |
| | Total Annual Payments / Reimbursements | | 34800 |
| C | Other Benefits | | |
| 1 | Provident Fund (12%) | | 20880 |
| 2 | Gratuity (4.81%) | | 8369 |
| 3 | Mediclaime Premium | | 4800 |
| | Total - Other Benefits | | 34049 |
| | Cost To Company Annually (A+B+C) | | 515849 |

- a) Above to this you are entitled to get Rs.1200/- Per Month as Site Accommodation Allowance as long as you are posted at site.


S. M. Bhalerao
Associate Vice President- HR

| | | | | | |
|------------------------|--|----------------------------------|--|-----------------------------------|--|
| Name : Mr Lakhan Singh | | Date of Joining: 29.03.2024 | | Company : Transrail Lighting Ltd. | |
| Emp Id : 6297 | | Org Unit : Domestic Const | | Designation: Engineer | |
| Pay Month: June 2025 | | Pay Area : Domestic Site | | Grade : 4D | |
| Account No. | | Net Pay = Earnings - Deductions | | Project Code: | |
| | | 44,710.00 = 46,450.00 - 1,740.00 | | | |
| PF UAN :101084159482 | | ESIC No: | | Loan Balance : 0.00 | |

| | | | | | |
|------------------------|--|----------------------------------|--|-----------------------------------|--|
| Name : Mr Lakhan Singh | | Date of Joining: 29.03.2024 | | Company : Transrail Lighting Ltd. | |
| Emp Id : 6297 | | Org Unit : Domestic Const | | Designation: Engineer | |
| Pay Month: May 2025 | | Pay Area : Domestic Site | | Grade : 4D | |
| Account No. | | Net Pay = Earnings - Deductions | | Project Code: | |
| | | 44,710.00 = 46,450.00 - 1,740.00 | | | |
| PF UAN :101084159482 | | ESIC No: | | Loan Balance : 0.00 | |

| | | | |
|-------------|--|-----------|--|
| Net Payable | | 44,710.00 | |
|-------------|--|-----------|--|