



A B Infrasolutions Private Limited

Ref: ABISPL/HR/AL/2024-25/117

June 01, 2025

To,
Abhishek Das
Sulantu, Parulia, Bardhaman,
West Bengal - 713513
Contact No. +91 8101845860
Email Id - imabhishekdas@gmail.com

APPOINTMENT/AFFIRMATION LETTER

Dear Abhishek Das,

This is with reference to your Letter of Intent with ref no. Ref: **ABISPL/F/HR/OL/12/2025/16**, We are pleased to issue your appointment letter in our organization A B Infrasolutions Private Limited having its registered office at **21/80, MLA Quarters, Kaveri Path, Mansarovar, Jaipur – 302020, Rajasthan, India**

During your employment you will be governed under the Terms and Conditions as listed below:

1. Position:

You are currently designated as "**Sr Surveyor – Survey**" in "**Power Projects**" departments, on our internal employment.

2. Date of Joining:

Your employment has commenced from – **25th March 2025**.

3. Compensation Structure:

Your current Gross Salary is **Rs. 59,400** /- (Rupees – Fifty-Nine Thousand Four Hundred Only)

Refer annexure I for CTC breakup.

The organization reserves the right to bifurcate the salary among allowances & reimbursement based on internal policy, or any change in Govt. policy at the sole discretion of management.

You will not be liable to claim or demand any other privileges, allowance or compensation except as per under the management policy.

Salary is the confidential matter between the Company and Employee and you are required not to share information regarding the same with any one as it would amount to breach of confidentiality and would warrant you for appropriate disciplinary action.



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4. Posting & Transfer:

Your initial place posting will be at "**Goaty – Andhra Pradesh**". However, your services are liable to be transferred at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India, whether existing or planned. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location. In case of refusal to accept the transfer order, your service is liable to be terminated. The Company may give minimum one day notice in case of local transfer and three days' notice in case of outside transfer. Thereafter, in case of refusal to accept the transfer order, the services are liable to be terminated with due notice as per applicability of employment.

5. Probation Period:

You shall be on probation for a period of **Six (6)** months from the date of joining, your employment will be confirmed at the end of your probation period based upon your performance at the discretion of management. You will be informed in writing upon the confirmation.

6. Career Progression:

Your career progression will depend upon company's internal grade structure, based upon your performance ranking & tenure of service in the organization.

7. TA & DA Policy

For travelling on outstation duties from the place of your employment your expenses shall be reimbursable by the TA & DA policy of the company.

8. Punctuality:

You will strictly observe punctuality and abide by the company's time office policy, disciplinary action for tardiness can be initiated. However, in the exceptional circumstances expressly explained by you, the human resource department may permit grace period through a written notification.

9. Full time employment:

Your position is a full-time employment with the Company and you shall devote your time and efforts exclusive to the business and interests of the company. You shall not take up any other work for remuneration or work in an advisory capacity, or be interested directly or indirectly, in any other trade or business during your employment with the company, without permission in writing of the Director of the company. Any contravention of this condition will entail termination of your services from the company.



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10. Non-Compete and Non-Solicitation:

The employee shall not during the continuance of employment with the Company or after the date of termination of employment, directly or indirectly solicit or entice away from the Company any individual who is in the employment of the company. During your employment with **ABISPL** or thereafter you shall not directly or indirectly interfere with or disrupt the relationship, contractual or otherwise, between the Company and any customer or client, potential customer or client. You Shall not during the employment with the company and for the period of 12 months following the termination of the employment with the company, directly or indirectly, provide any services either as an employee, employer, consultant, agent or in any representative capacity that is in competition with the business of the Company

11. Verification Report:

ABISPL reserve the right to immediately terminate your employment without notice, if any information provided by you in your application form, Bio data and other testimonials is found to be materially inaccurate at any time during your employment with company.

The Company can anytime initiate the process of termination on the following events if an employee is found guilty of-

1. Breach in code of conduct policy of the organization.
2. Breach in Prevention of sexual Harassment at work place policy.
3. Theft, Forgery, Corporate espionage, Perjury or any act causing the direct or indirect loss to the organization.
4. Consistency low performance can also lead to the termination with prior notice to the employer for the desired improvement in the deliverables.
5. If employee is terminated with the reason of low performance employer may pay notice to employee ate the sole discretion of management.

Upon termination of employment, you will immediately hand over to the Company all correspondence, and you will also return all company assets, which may be in your possession.

The notice pay as applicable will be paid in the full & final settlement post completion of handover & no dues clearance. Any financial losses caused to the company due to your act of negligence, forgery, insubordination & in discipline will be recovered from your full & final settlement.



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12. Return of Company Assets:

Company's assets which may be given to you for your official use during the course of your employment should be well maintained and returned in an event of transfer, policy change & exit failing to which, the cost of the same will be recovered.

13. Responsibilities & Duties:

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be affirmative to the responsibilities and duties assigned to you. You must effectively perform to ensure results.

14. Resignation from Employment:

In the event of your resignation, your notice period shall be in accordance with your employment position in the Company. As per your current role, the notice period is **Two (02) month**, which may be extended depending on your responsibilities and tenure with the Company.

During the notice period, no leave shall be permitted except for casual leave, which must be pre-approved in writing by your reporting authority. In case of emergency leave, the notice period shall be extended by the equivalent number of days of leave taken. If you are unable to serve the full notice period, the Company reserves the right to recover the salary equivalent to the shortfall in notice period from your full and final settlement.

The Company also reserves the right, at its sole discretion, to relieve you from duties before the completion of the notice period without any payment for the remaining unserved portion of the notice period.

15. Retirement:

The retirement age is 60 years. You will retire from the employment of the Company at the end of the month in which you attain 60 years of age.

16. Termination of the Employment:

The company can anytime initiate the process of termination on the following events if an employee is found guilty of: -

- A. Breach in code of conduct policy of the organization.
- B. Breach in Prevention of Sexual Harassment at work place.
- C. Theft, Forgery, Corporate espionage, Perjury or any act causing the direct or indirect loss to the organization.
- D. Consistent low performance can also lead to the termination with prior notice to the employee for the desired improvement in the deliverables.
- E. If employee is terminated with the reason of low aggregate performance employer may pay notice to employee at the sole discretion of management.



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Upon termination of employment, you will immediately hand over to the Company all correspondence, and you will also return all company assets, which may be in your possession.

The notice pay as applicable will be paid in the full & final settlement post completion of handover & no dues clearance. Any financial losses caused to the company due to your act of negligence, forgery, insubordination & in discipline will be recovered from your full & final settlement.

17. Rules & Regulations:

You shall abide by the rules and regulations of the company, if any, which are in force at present and/or amended from time to time or alternatively as per model standing order. You shall work within the framework of the company's structure/policies and direction as may be laid down/give to you by the management.

18. Jurisdiction:

Your employment will be governed by the Laws of India Any disputes arise will be subject to the exclusive jurisdiction at the court of Jaipur, Rajasthan.

Please confirm your acceptance on the Terms and Conditions of Appointment Letter by duly signing and returning one duplicate copy of the letter within 7 days from the receipt of this letter. By signing this letter, you acknowledging that:

- . You had sufficient time to review the content of the appointment letter.
- . You have read & understood the content & obligation of the appointment letter.
- . You have been given an opportunity to obtain advice concerning to your duties & liabilities.

We warmly welcome you to the organization and sincerely trust that we will have a long and mutually beneficial association.

For – A B Infrasolutions Pvt Ltd

A handwritten signature in black ink, appearing to read 'Rakesh Sarathe'.

Rakesh Sarathe

Human Resource & Administrative

DECLARATION

I Have read/ understood the above terms & condition and agree to abide by them

Signature: _____

Date: _____

Name: _____

Place: _____



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Annexure - I

Name	Abhishek Das	Title	Sr Surveyor
Department	Power Projects		
Component Description		Per Month (INR)	Per Annum (INR)
A. Base Salary		59,400	7,12,800
Basic + DA		26,730	3,20,760
HRA		10,692	1,28,304
Other Allowance		21,978	2,63,736
B. Retirement Benefits		1,800	21,600
Employee Contribution in PF		1,800	21,600
C. Net Salary, (A+B)		61,200	7,34,400
D. Statutory Benefits		1,800	21,600
Employer Contribution in PF		1,800	21,600
E. Cost to Company (CTC), (C+D)		63,000	7,56,000
The Net Salary is subject to Income Tax			

- All perk is included in CTC
- All applicable statutory deductions (PF, ESI, Income Tax, professional Tax etc.)/ Mess deduction (If any) will be deducted from monthly gross salary(A)
- Management has right to restructure the component of CTC, if required considering external factors, without changing present CTC.
- PF is a part of the CTC, and the contribution will be deducted based on the actual Basic salary or up to a maximum of ₹3,600 per month for both employee and employer, which will be included within the CTC.
- **Tax & deduction:** Employee needs to submit IT declaration form at the time of joining and furnish required proof before the completion.
- **Retiral Benefits:** Payable as per Gratuity Act.

All terms and conditions will be applicable as per the company's policies and norms.

For A B Infrasolutions Private Limited

Rakesh Sarathe

Human Resource & Administration

Acceptance Signature with Date

Abhishek Das