

**KEC
INTERNATIONAL
LIMITED**

OFFICE : ABU DHABI
P.O. Box : 27830
Telephone : 02-6394 886
Telefax : 02-6394 887



کی ٹی سی
انٹرنیشنل لیمتد
مکتب : ابوظہبی
من.ب : ۲۷۸۲۰
تلفن : ۰۲-۶۳۹ ۴۸۸۶
۰۲-۶۳۹ ۴۱۱۷

December 08, 2021

Mr. Juran Pal

Village & Post-Ardhagram
Dist-Bankura, West Bengal-722143

Dear **Mr. Juran Pal**,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as **Stringing Supervisor** for the period w.e.f. **08-Dec-2021 to 07-Dec-2025** for our overseas project in **Nepal** on the following terms and conditions, subject to your being found medically fit.

1. This is a contractual appointment for our Project in **Nepal**.
2. You will be paid consolidated monthly compensation equivalent to **US \$ 590 (US Dollars Five Hundred Ninety Only)** per month, all-inclusive.
3. You will be provided free bachelor accommodation at work site.
4. The company will not provide you fooding or any other food related expenses or allowances during the entire duration of your posting at Overseas.
5. It should be thoroughly understood that timely completion of the Project is the essence of this contract which calls for strict discipline and sincere commitment towards the assignment.
6. Any misconduct/misbehavior on your part resulting in any damage of whatsoever nature to the company's and /or the project's performance directly or indirectly, will be viewed very seriously. Your unsatisfactory performance or any intentional slow-down of work or any such other act will result in your immediate deportation to India. In such circumstances, expenses towards return passage, visa and other incidentals will be recovered from you, which are estimated at **US \$ 2500**.
7. The contract is for a period of two years or completion of the **Project**, whichever is earlier. On prior completion of project, the management has the option of deputing the individual to another project site until the termination of the contract period. The contract can be terminated in between by giving one month's notice or salary in lieu of either side. In case you decide to terminate the contract before completion of the contract period for whatever reason, company will recover the expenses for your return passage, visa and other incidental expenses, which are estimated at **US \$ 2500**.
8. If required, the contract shall be renewed further at mutually agreed terms.
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9. During the period of your employment, you will be governed by the local Rules and Regulations of the country of posting.
10. You shall be eligible for return air passage fare back to India after completion of two years of service starting from your date of contract commencement.
11. Your services are liable to be transferred from one project to another project.
12. Your contractual appointment commences from the date of your joining to the projects.

Please return the duplicate copy of this letter, dully signed by you, in token of acceptance of the above terms and conditions.

Sincerely,

For KEC International Limited

A handwritten signature in blue ink, appearing to read 'Juran Pal'.

Authorized Signatory

I accept the above terms & conditions

(Juran Pal)

Cc: Nepal Project