

Date: 21 April 2025

Mr. Amol Chourangnath Nikam  
Chourangnath Nikam, Rukmini  
Niwas, S. no 44/2B, Behind  
Goshala, Alandi, Pune,  
Maharashtra, 412105,

Employee No: DIL/ROW/101

Dear Mr. Amol Chourangnath Nikam

### Appointment Letter

We are pleased to appoint you in our organization as **"ROW-Associate"** subject to the following terms and conditions:

1. Your contract with us is of company on role during which you will provide the services to our Company subject to the terms and conditions of the engagement letter executed by you on **21 April 2025** and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
  - i. Fully perform the services, in a professional manner, until the completion of the term of the work assignment.
  - ii. Not engage in any conduct which is detrimental to the interest of DAJINA INFRA LLP.
  - iii. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of Company.
  - iv. Extend all cooperation to the Company employees, consultants, representatives, etc., and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
  - v. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Company.
  - vi. Comply with the safety, health and other rules and regulations of Company.
  - vii. During the course of your contract, you can be transferred to a location within the territory of India as and when required by DAJINA INFRA LLP for executing the services provided herein.
3. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 1 month' notice in writing or payment thereof.
4. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and DAJINA INFRA shall promptly settle all your dues after making the applicable deductions.
5. Any dispute between you and DAJINA INFRA LLP shall be referred to a sole arbitrator appointed by DAJINA INFRA LLP. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
6. Details of your salary breakup will be as per the Annexure attached herein. You here by authorize DAJINA INFRA LLP to make all salary payments required to be made to you by DAJINA INFRA including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

- i. The salary payout will be made latest by 10<sup>th</sup> of the following month.
- ii. You will be entitled to an employer's contribution of Provident fund to the extent of 10% to 30% of your basic salary and applicable ESIC contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, DAJINA INFRA LLP shall not incur any liability with regards to any Claims under the said applicable labour legislations.
- iii. In addition to the terms contained herein, your relationship with DAJINA INFRA LLP may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by DAJINA INFRA LLP and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

We at DAJINA INFRA LLP would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Aurangabad DAJINA INFRA Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at DAJINA INFRA with the acceptance of your first salary from DAJINA INFRA will be conclusive proof of your acceptance in accordance of terms and conditions.

DAJINA INFRA neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of DAJINA INFRA kindly bring the same to the immediate notice of your superiors or report the same to DAJINA INFRA through email or through the toll free number which is provide to you.

### **ENDORSEMENT**

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For DAJINA INFRA LLP



(Authorized Signatory)

Mr. Amol Chourangnath Nikam

Accepted and Agreed

### Salary Annexure

Employee Name: - Amol Chourangnath Nikam

Employee ID: - DIL/ROW/101

Designation: - ROW-Associate

Component	Amount (INR / Month)	Amount (INR / Year)
Basic Pay	28,000	3,36,000
House Rent Allowance (HRA)	12,000	1,44,000
<b>Gross Salary</b>	<b>40,000</b>	<b>4,80,000</b>
Provident Fund (Employee Share)	1800	21,600
Professional Tax (PT)	200	2,500
<b>Net Salary (Post Deductions)</b>	<b>38,000</b>	<b>4,55,900</b>
Provident Fund (Employer Share)	1950	23,400
Insurance	500	6,000
Mobile Phone Bill	300	3,600
Bonus	-	-
<b>Total Other CTC</b>	<b>2,750</b>	<b>33,000</b>
<b>Total CTC</b>	<b>₹ 42,750</b>	<b>₹ 5,13,000</b>

\* Based on Management's Decision, Bonus will be given annually at the Time of Diwali

\* Income tax deductions, if applicable, will be as per the Income Tax Act, 1961

\*\* Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note: This statement is only for the purpose of information and is illustrative in nature