



Ref: CEPL/Appointment/16-17
Date: 15th OCT 2016

To: Mr. AJAY KUMAR PATHAK,

Add:

A3 Street No: 7; Ashok Vihar,
Phase 3, Nr. Sheetal Mata Gas Godown,
Gurgaon, Haryana – 122001.

Sub: Letter of Appointment.

Gentleman,

With reference to your application and the subsequent Interview you had with us, we are pleased to appoint you as our “Engineer - CGS” on the following terms & conditions:

- 1) You will be paid a CONSOLIDATED SALARY of Rs. 24,750.00 (Rupees: Twenty Four Thousand Seven Hundred Fifty Only) per month.
- 2) You will be on Probation for a period till the end of **MARCH 2018** from the date of Joining and if necessary, the probation period will be extended for further period at the discretion of the Management & will have to sign a bond for **2 Years** from DOJ.
- 3) Your performance will be evaluated on a regular basis and if the same is not up to the expected standard of the Management, your appointment is liable to be terminated without assigning any notice or reasons thereof.
- 4) Your services may also be terminated by either side after giving 30 days notice (as the case may be) or alternatively payment of like period of salary in lieu of such notice, however, if the Company does not accept the notice of termination for any reasons whatsoever and directs you to continue the services, until you are relieved.

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5) You will, during the services with the Company, work to the best of your ability and devote the whole of your time to the business as directed by the Management of the Company. As long as you are in employment of our Company, you shall have no interest or be employed either on part- time basis or otherwise, directly or indirectly in any other business except with the prior consent in writing from the Management of the Company.

6) During the tenure of your services or even thereafter, you shall not disclose, divulge or make public or shall personally use for your gain any of the materials, process, accounting transactions, dealing, information's etc.

Whether the same may be confined to you or known to you during the course of your services or otherwise and all such information's shall be treated as confidential.

7) Your services are liable to be transferred at any time from one job, location or department to another and from one establishment to any other establishment existing or established in future or to any associate concerns without any additional remuneration or any kind of allowances. On your services so transferred, you will be governed by the Rules & Regulations, Byelaws and other working conditions/terms of service applicable to the place of transfer.

8) This appointment is subject to your being found medically, physically and mentally fit by the Medical Officer of the Company and for that purpose you may be required to appear before the Medical Officer approved/appointed by the Company. You shall also offer yourself for medical examination at any time by the Doctor appointed by the Company as and when desired by the Management for verification of your fitness to work or to verify your sickness or for any other reasons.

9) The appointment will be subject to receipt of satisfactory verification of particulars mentioned by you in your application form and bio - data In case any particulars mentioned by you are found to be false or incorrect; your services will be terminated with immediate effect without any notice



- 10) After separation from Cryogas Equipment Pvt. Ltd., whether due to Resignation, Retirement, Termination, Dismissal, Discharge or any other kind of separation, you will not share any Technical, Commercial, Organizational, Contractual or Operational or any type of information, that you have acquired during your tenure with Cryogas Equipment Pvt. Ltd. Or work as regular Employee, Consultant, Advisor, Contractor or under any designation, or status with any other company or its associate, sister company, subsidiary, which is having the similar type of business as that of Cryogas Equipment Pvt. Ltd. Till 2 years from the date of separation from Cryogas Equipment Pvt. Ltd.
- 11) You may note that if there is any change in the residential address, it should be notified to the Office immediately.
- 12) This appointment letter is valid for you to join on or before: 20/10/2016.

In case the above terms & conditions are acceptable to you, please sign the duplicate copy of this letter in token of your acceptance and return the same to the company.

Thanking you,

Yours truly,
For CRYOGAS EQUIPMENT (I) PVT.LTD.



NAYAN B. PANDYA
MANAGING DIRECTOR

Acceptance:

I HAVE READ AND UNDERSTOOD THE TERMS & CONDITIONS MENTIONED IN THIS LETTER OF APPOINTMENT AND I HEREBY CONFIRM UNCONDITIONAL ACCEPTANCE OF THE SAME AND WILL JOIN MY DUTIES ON OR BEFORE:

Date:

AJAY KUMAR PATHAK

Particulars	Yearly	Grand Totals	Monthly Salary Break up	Monthly Salary Total
Annual CTC	2 97 000		24 750	
Basic	1 36 620		11 385	
H. R. A.	44 847		3 737	
Conveyance allowances	17 820		1 485	
Washing allowances	17 820		1 485	
Education	17 820		1 485	
Medical				
Additional allowances	7 716		643	
Mobile and Car Expense (On Actual)				
*Gratuity				
**Superannuation				
Gross Salary (A)	2 42 643		20 220	
Bonus	15 000		1,250	
Gratuity	6 568		547	
Total (B)	21 568		1,797	
PF- Employers contribution 12% of basic	16 394		1,366	
PF- Employee contribution 12% of basic	16 394		1,366	
Total (C)	32 789		2,732	
Total A+B+C	2 97 000		24,750	
PF - Employers Contribution 12% of basic or Rs. 1800/- whichever is less	16 394		1,366	
P.F. (Employees Contribution 12% of Basic or Rs 1800/- whichever is less)	16 394		1,366	
ESIC - Employers Contribution 4.75% of Gross Salary.			-	
ESIC - Employees Contribution 1.75% of Gross Salary.			-	
Professional Tax	Rs. 2,400.00		200	2 932
Total Deduction	18 794		1,566	
Net Salary Payable (A- C)	2 40 243		20 020	
Conveyance Re-imbursement				
Total Cost to the Company (Annual)	2 97 000		24 750	

(A)

(B)

(A-B)

		DRAFT SLIP		
		MONTH: 2016-17		
		CRYOGAS-EQUIPMENT PVT. LTD.		
EMPLOYEE CODE:		EMPLOYEE NAME: AJAYKUMAR PATHAK		
		LEAVE BALANCE 0 PF.NO : NA		
PAID DAYS:	31	PAYHEAD	EARNING	PAYHEAD DEDUCTIONS
PRESENT:	31.0	Basic Salary	11385	Income Tax 0.00
PL:	0	HRA	3737	Professional Tax 200.00
SL:	0	CONVEYANCE	1485	Loans 0.00
CL:	0	WASHING ALLOWANCE	1485	Advance Salary 0.00
ABSENT:	0	EDUCATIONAL ALLOWANCES	1485	E.S.I. @1.75% 0
WEEKLYOFF:	0	MEDICAL	0	PF Employee 1366
HOLIDAYS:	0	ADDITIONAL	2009	Total
Total Earnings:			21586	Deduction: 1566
NET SALARY:			20020	
Net Salary 20020 240243				
PF Employee 2,732 32788.8				
Bonus 1,250 15000				
Gratuity 547 6568				

AUTHORIZED SIGNATORY



Total	24550	294600
PT	200	2400
CTC	24750	297000