

LA QUANTA/P&amp;A/VA/2352

11<sup>th</sup> June, 2024

To,

Mr. Raju Akash Hande  
P.O:- Nexus Gulmohar, B wing, 1103, Near Dabhade Chhowk, Charholi BK,  
Pune- 412105.  
Mobile No: 7718834198.

**Subject: Appointment Letter****Dear Mr. Raju Hande,**

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as “**Plant Incharge**” for our **La Quanta Technology, Vasind, Reporting to Pune Unit**. The terms and conditions of your employment will be as follows:

1. You will be paid a Basic salary of Rs.20000/- (Rupees Twenty Thousand only) per month, House Rent Allowance of Rs 17400/- (Rupees Seventeen Thousand Four Hundred only) per month, Conveyance Allowance of Rs 15000/- (Rupees Fifteen Thousand only) per month, Medical Allowance of Rs 10600/- (Rupees Ten Thousand Six Hundred only) per month, Special Allowance of Rs 6800/- (Six Thousand Eight Hundred only) per month.
2. You shall be entitled to the following benefits as per the Company's Rules & Regulations, such as Professional tax, P.F, Mediclaim Policy, Incentive Bonus etc.
3. You will be on Probation for a period of Six months from the date of joining and if necessary, the Probation period will be extended for a further period at the discretion of the Management.
4. During the period of Probation, your performance will be closely evaluated on a regular basis and if the same is not up to the expected standard / level of Management, your appointment is liable to be terminated by giving seven days' notice period in writing by either side or salary of seven days in lieu thereof. On separation after the confirmation, the notice period will be three months for either side or salary of three months for either side or salary of three months in lieu thereof.
5. On successful completion of the probation/ extended probation period, you will become due for confirmation and will be placed in a suitable grade as per the Company rules. However, there will be no automatic confirmation as a matter of right and till such time your services are confirmed in writing and communicated to you; your services will continue to be on probation.
6. During the tenure of your employment with our company you shall work to the best of your ability and devote the whole of your time to the Company's business as directed by the Management from time to time. During the period of your employment with the Company you shall not accept or undertake either directly or indirectly any other job or business of any kind whatsoever.

7. You shall observe utmost secrecy in connection with the matters of the Company and you shall not disclose or reveal any information pertaining to the Company's affairs during the tenure of your employment.
8. You acknowledge that during the course of your employment with the Company, you will become familiar with the Company's trade secrets and with other confidential information concerning the Company and its associates and related companies. You agree that during the term of your employment with the Company and for six months thereafter, you shall not directly or indirectly own, manage, control, participation, consult with, render services for or engage yourself in any business competing with the businesses of the Company or its associates or related companies within India. For this purpose, the "Businesses of the Company" shall mean Services in Industrial Gases and Process Automation.
9. You shall offer yourself for medical examination at any time by the Doctor appointed by Company as and when desired by Management.
10. You shall be bound by the rules & regulations of the Company as may be in force from time to time.
11. Your services are liable to be transferred to any of our other branches in India, whether in existence or to be set up in future. You shall also work if and when called upon to do so for any of our sister concerns, existing or to be started in future.
12. You may be given different assignments from time to time and your services can be shifted from one department to other and one shift to another from time to time at the sole discretion of your superior/Management.
13. You shall report duty on or before one month from the date of issuance of this letter. This appointment will be effective from the date of your joining.
14. It is a term & condition of your employment with the Company that you will retire from the services of the Company on your attaining the age of fifty-eight (58) years, without any notice what so ever from the Company in this regard. However you shall be liable to retire earlier, if you are found medically unfit. Your date of birth as stated by you is **November 05<sup>th</sup>, 1988.**

This letter of appointment is issued to you on the basis of the information furnished by you about yourself. If any of the details or information furnished in your application form is found to be incorrect or it is found that you have concealed or withheld any essential details, your employment is liable to be terminated on the spot with immediate effect.

This letter constitutes the written terms and conditions governing your contract of employment with the Company. You are therefore required to give the acceptance of the terms & conditions stipulated here in above by signing & returning the duplicate copy of this Appointment letter.

Thanking you,

Yours faithfully,  
FOR LA QUANTA TECHNOLOGY,

C.V.SUBHAS CHANDRA  
MANAGING DIRECTOR

I have read, understood and accept the terms & conditions stipulated here in above.  
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Signature