

Jayant K Furnishers

Date: 28/02/2022

To,
Mr. Samir Samanta

Subject: Appointment Letter

Dear Mr. Samir,

Subsequent to your interview held in our organization, we are pleased to appoint you as "QC-Engineer" with effect from 22/02/2022 on the following terms and conditions.

WORKING HOURS:

Your working hours will be as per the site requirements. You have to work at site irrespective of Sundays and Holidays.

PROBATION PERIOD:

You shall be on a probation period for **6 months** from the date of your appointment and confirmation of your employment will be done subject to satisfactory evaluation by your Supervisor at the end of your probation period.

Based on your supervisor's evaluation the company shall have the right to either terminate this agreement or extend your probation in accordance with the term and conditions set out herein, if your performance is not to the reasonable satisfaction of the company You shall continue to be on probation until your services are confirmed in writing.

SALARY:

Your gross monthly salary will be **Rs.25,000/-** per month (**inclusive of allowance**). Salary details are strictly private and confidential and details in this letter must not be disclosed and discussed to others, Bonus & Leave encashment will be paid as per the provision of company's policy.

NOTICE PERIOD:

You shall be on probation / training for one year from the date of commencement of your service which may be further extended at the discretion of the company. At the end of the probation / training period, if your services have been found satisfactory. Your appointment will be confirmed in writing by the organization Notice period for either employer during probation will be a period of 15 days or salary in lieu of.

Notice period from either employee or company after confirmation of employment will be a period of 30 days or salary on lieu of. In the cases, probation/training or confirmed employee, company reserves the right to your emplacement till alterative person is employed.

LEAVE:

After completion of the probationary period, you will be eligible for leave, as per the company policy.

EN ISO 9001: 2015, EN ISO 14001:2015, ISO 45001:2018 CERTIFIED ORGANISATION

Admin Office: Batliwala Agiyari Compound, 162, Tardeo Road, Mumbai-400 034.

Tel. No.: + 91-22-2353 0747/23525281

Registered Office: Jyoti Studio Compound, Kennedy Bridge, Mumbai-400 007.

Email: admin@jkfindia.com • Website: www.jkfindia.com



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TRANSFER:

Your service is liable to be transferred to any other place in India, from one establishment, department or division of the company to the other, at the discretion of the management.

CESSATION OF SERVICES:

- a. You will automatically retire from the service of the company on attaining the superannuating age of 60 years.
- b. If you remain absent without leave permission or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without any notice unless you.
 - Return to work within eight days of the commencement of such absence; and
 - Give an explanation to the satisfaction of the employer regarding such absence.
- c. Your service are liable to be terminated without any notice for misconduct, without being exhaustive and without prejudice to the general meaning of the term
- d. 'misconduct' in the case of reasonable suspicion of misconduct, disloyalty, commission of an act involving moral turpitude, any act of indiscipline or inefficiency as compared to other employees or lower performance as compared to other employees of your category.

SERVICE CONDITIONS:

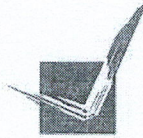
- a) You will be subject to the Company's rules and regulations for the time being in force and as amended from time to time.
- b) During the period of your employment, you shall not engage yourself directly or indirectly, with or without remuneration, for any other employment without written permission from the company.
- c) You shall not disclose any information of the company or any of its customers to anyone which may come to your knowledge.
- d) After tendering resignation from the company, an employee needs to return all company assets such as laptops etc in his/her possession.
- e) You agree to perform your duties with diligence, devotion and discretion and that the company will hold you liable for any loss or damage caused intentionally or through gross negligence. You will use your best endeavors to promote and extend the use of our services to all potential clients and generally to act as our representative in dealing with clients. You will also be the part of system formation process in the company.
- f) Increments / Salary revision will not be automatic, but will be at the discretion of the management, and will depend on the periodic performance assessments.
- g) All ideas, inventions, design, software and all other intellectual property that may be developed by you while you are in employment of the company will solely and absolutely belong to the company. You shall not be entitled to claim ownership of any rights on the same.
- h) If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to removal from service without any notice.

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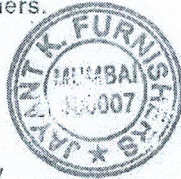
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- i) The continuation of your service is subject to your being found and remaining medically (Physically and mentally) fit. The Company will have the right to terminate the employee found medically unfit for work at any time.
- j) Upon leaving the employment of the Company, you shall not take with you any property, formula, drawing, blueprint, or other reproduction of any other data, table calculation, letter or other document or any other right or copyright of any nature whatsoever pertaining to the business of the Company.
- k) You cannot get involved in any kind of union activity or such other activities which are not in the interest of the Company.
- l) You shall communicate to the Management any change in your residential address, local and permanent.
- m) In case of any dispute that may arise between you and the company in connection with your employment or in connection with any of the matters specified in the letter of appointment jurisdiction will be only at Mumbai.
- n) You will abide by the rules & regulations of the company which are in force for the time being and / or which may be framed from time to time.

We welcome you to our organization and look forward for a close functional relationship. Please signify your acceptance of the terms and conditions of this appointment by signing the duplicate of this letter.

Yours truly,

For Jayant K Furnishers.



Authorized Signatory

Acceptance

I have read the terms and conditions of this appointment and confirm my acceptance of the same.

Samir Samant

Date: 02/03/2022

(Signature and Date)

Name of the employee

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