

Miss Vrushali Vismay Porobo Dessai
H.No 2700, Lakherem,
Bordem Bicholim Goa,
Pin 403504.

Date: 23/09/2024

Sub: Appointment as 'Trainee Chemist' under standing orders of the company
With reference to your application and subsequent interview with us, we are pleased to engage you in our organization as a Trainee Chemist on following terms and conditions.

1.0 DESIGNATION AND PLACEMENT

- 1.1 You will be designated as 'Trainee Chemist'
1.2 You will be posted at our factory in Bicholim Goa at present. However, you may be deputed to any other department /Establishment /Subsidiary and /or Affiliates of the company in India Without extra stipend.

2.0 DATE OF JOINING

- 2.1 You are expected to join the company not later than 23/09/2024. The training shall be for the period of Six months i.e. from 23/09/2024 to 22/03/2025.

3.0 SALARY

- 3.1 You will be paid Stipend of Rs. 2,125/- per month. Besides Stipend you will be paid Dearness Allowance Rs. 550/-, Variable Dearness Allowance Rs. 6,850/-, Attendance Bonus Rs. 500/- and Miscellaneous Allowance Rs. 8,143/- per month as allowance to defray special expenses for attaining training.

4.0 LEAVE

- 4.1 You will be entitled to six days casual leave and seven days sick leave per calendar year.

5.0 WORK TIMING

- 5.1 You will be governed by the working hours applicable to the establishment wherein you are posted and may be called upon in shifts as required.

6.0 REPORTING

- 6.1 You will report to HOD R & D – Quality Assurance for instruction in regard to your Training and other responsibilities.

7.0 STATUTORY DEDUCTION

- 7.1 The company shall have right to deduct from your salary, statutory deduction or any deduction authorized / approved under law.

8.0 RESIGNATION / TERMINATION OF SERVICES

- 8.1 Your Training can terminate on either side by one month notice or payment in lieu thereof.

9.0 BREACH OF INFORMATION

9.1 You Shall not at any time or after its termination, without the consent of the Company in writing, divulge, directly or indirectly, any information or documents whether relating to the Company processes, operations, procedure, transactions or not, acquired by you in the course of your employment concerning the business of affairs of the Company or its associates or clients and which are in the nature of a trade secret or secret in other respects the disclosure of which will cause harm to the Company, its associates.

10.0 MEDICAL FITNESS

10.1 Your engagement is subjected to your being certified medically fit by the Company's Medical Consultant

11.0 GENERAL

11.1 You will devote your whole time and attention exclusively for taking training with company

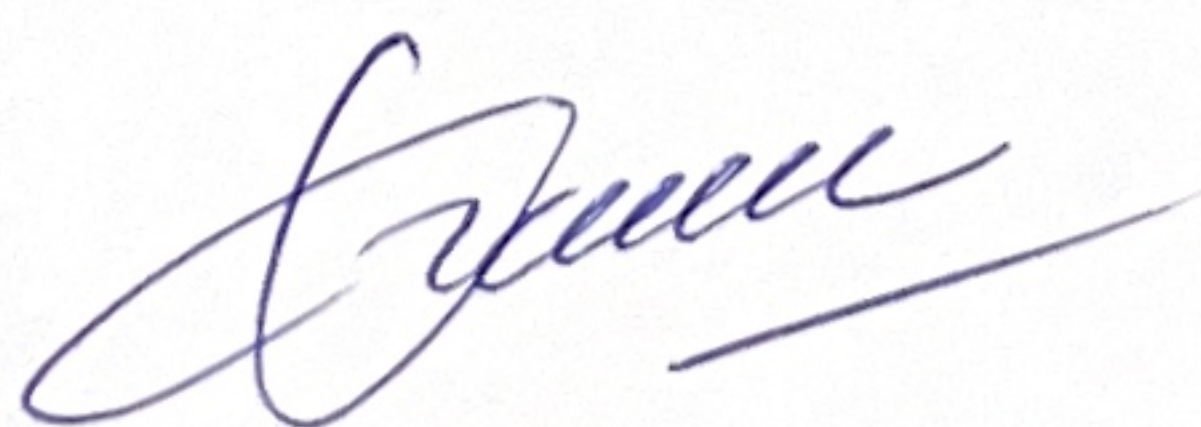
11.2 You will abide by the standing orders and any other rules and regulations of the company which are in force for the time being or which may be framed from time to time.

11.3 You will be responsible for the safe keeping and return in good condition all property of the company which may be in your use, custody care or charge. The company shall have the right to deduct the money value of all such things from your dues and take other action as may be deemed fit in the event of your failure to account for such property to the Company's satisfaction or in the event of may damage caused due to your negligence.

It is agreed between the parties that the trainee shall have no right as regular employment in the company even if the training has successfully completed the training period.


In writing witness of the parties have here unto let their hands and seal the day and year above mentioned.

For Esteem Industries Pvt. Ltd. Unit-III



**Sr. General Manager
Industrial Relation & Human Resources**

I Accept

 23/09/24