



इंडियन इम्यूनोलॉजिकल्स लिमिटेड
INDIAN IMMUNOLOGICALS LIMITED

IIL/GHR/TA/AL/23

16.09.2023

Shri. Rushikesh Narayanrao Kale
Gopal Nagar, Sangavi, Nanded,
Maharashtra:-431605.

Dear Shri. Rushikesh Narayanrao Kale,

APPOINTMENT LETTER

Further to your appointment letter (Trainee) dated 16.09.2022, the following are the terms and conditions of your employment with effect from 16.09.2023.

1. You will be in employment with the Company for a period of three years w.e.f from 16.09.2023.
2. During your employment with the Company you will be designated as **Senior Officer**.
3. Your place of posting shall be at **Indian Immunologicals Limited, Production-Plant, Gachibowli**. However, you can be transferred to any other position or department or establishment (existing or proposed) of the Company, anywhere in India or abroad.
4. You will be paid a basic salary of Rs. **16640/- Per Month (Rupees Sixteen Thousand Six Hundred and Forty only)**
5. You are also eligible for the following allowances:

a) House Rent Allowance	: 30% of basic salary per month
b) Conveyance Reimbursement	: 15% of basic salary per month
c) Leave Travel Allowance	: 4.17% of basic salary per month
d) Superannuation Allowance	: 8.33% of basic salary per month
e) Medical Reimbursement	: 8.33% of basic salary per Month to those who are not covered under ESI subject to a maximum of Rs.833/- pm
6. You are also eligible for Bonus as per payment of bonus act and/or Ex-gratia as indicated in the offer letter, which will be paid on a Monthly basis

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INDIAN IMMUNOLOGICALS LIMITED

IIL: HR: 2022-23

16.09.2022

Shri. Rushikesh Narayanrao Kale
Gopal Nagar, Sangavi, Nanded,
Maharashtra-431605.

Dear Shri. Rushikesh Narayanrao Kale,

APPOINTMENT LETTER

We are pleased to inform you that you have been appointed as **Trainee** in **AH-Production** department on the following terms and conditions w.e.f. **16.09.2022**.

1. You will be on training for a period of one year with effect from **16.09.2022**. The period of training may be extended at the sole discretion of the Management.
2. You will be paid a consolidated stipend of **Rs.15,000/- (Rupees Fifteen Thousand only)** per month during the training period. During your training period, you will not entitle to any other benefits other than stipend.
3. Your initial place of posting will be at **Indian Immunologicals Limited, Production- Plant, Gachibowli**. However, you can be transferred to any other position or department or establishment (existing or proposed) of the Company, anywhere in India or abroad.
4. You are liable to be posted to any Department/Section and required to work in shifts from time to time.
5. Apart from work in the office/plant, you can be called upon to perform field duties (outdoor duties) as and when required.
6. While in the services of Indian Immunologicals Limited or at any time thereafter you will not divulge any information or knowledge gained or acquired by you during the period of your training in Indian Immunologicals Limited, which may prove detrimental to the interest of Indian Immunologicals Limited. You are also required to enter into a confidentiality agreement with Indian Immunologicals Limited in the prescribed form at the time of your joining.

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