

Date - 05th October, 2017

Nikhil Gajanan Dhawade
At-Kharbi (Naka), Post - Petrol Pump (Thana),
Tal-Dist-Bhandara - 441906

Dear Mr. Nikhil,

We are pleased to engage you as **Company Trainee** at our Company **AQ Mechanical & Electrical Manufacturing India Pvt. Ltd.** Pune, after the selection process you had undergone with us, on the following terms and conditions :-

1. Date of Engagement:

Your date of engagement is effective from 05th October, 2017.

2. Period of Training:

Your training will be for a period of one year from the date of your joining unless extended in writing by the Company. Please note that your training shall be stand terminated automatically on completion of one year. No separate letter regarding your termination could be required to be issued to you.

3. Stipend:

You will be paid a stipend of Rs. 13,639/- per month during the period of training.

4. Stipend Structure:

Stipend and allowance	Amount (Rs./pm)
Stipend	13639
Monthly Gross (A)	13639
Less Canteen(Approx. 25% of canteen cost)	450
Less Transport(Approx. 25% of transport cost)	750
Less Professional Tax (as applicable)	200
ESIC EE Contricbution on Gross (1%)	136
Deduction (C)	1536
Monthly Take Home (A-C)	12103

5. Other Benefits:

You will be entitled to the following:

- You will be entitled to leave in accordance with the leave rules of the Company for your category.
- You will be covered under GPA (Group Personal Accident) policy of the company.

Shikhar
Principal
In-Charge **M. Patel Institute of Engg. & Tech.**
Training & Placement
Bhandara

COMPANY	ADDRESS	TELEPHONE	TELEFAX
AQ Mechanical & Electrical Manufacturing India Pvt. Ltd.	Plot no. 54/A & 54/B, Gat No. 343, Chakan - Talegaon Road, Mahalunge, Chakan, Taluka: Khed, District: Pune - 410 601, India	+91 (2135) 67 17 00	+91 (2135) 67 17 00

6. Responsibilities and duties:

- a) Your responsibilities and duties during the training period in the Organisation will be governed by the Company's rules and regulations as promulgated by the Company from time to time in relation to conduct, discipline and any other matters, as applicable to your category of trainees.
- b) You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy applicable to you.
- c) We at AQ Mechanical & Electrical manufacturing India Pvt. Ltd. are committed to ensure "Integrity" in all aspects of its functioning. Please ensure that you comply with the policies of the company as they form an integral part of the terms of employment with AQ India. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new Policies may be introduced from time to time. As and when this happens, the Company will notify you and you will be required to comply with the same.
- d) Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted in any violation of the Policies or this letter, shall immediately be brought to the notice of Head HR.
- e) In connection with your engagement and during the term of your training you shall disclose and assign to AQ India as its exclusive property, all developments developed or conceived by you solely or jointly with others and shall comply with the Policies of the Company in relation to Intellectual Property.

7. Confidentiality:

In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the confidentiality policy of the company. Therefore, please ensure that you maintain as secret and confidential all Confidential Information (as defined from time to time in the Confidentiality Policy of the Company) and shall not use or divulge or disclose any such Confidential Information except as may be required under obligation of law or as may be required by AQ India and in the course of your training. This covenant shall endure during your training and for a period of one year from the cessation of your training with AQ Mechanical & Electrical Manufacturing India Pvt. Ltd. (irrespective of the circumstances of, or the reasons for, the cessation).

8. General:

- a) We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from training without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this Agreement.

[Signature]
In-Charge
Training & Placement

[Signature]
Principal
M. Patel Institute of Engg. & Tech.

- b) Your training terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.
- c) The Company may consider providing transport to you for your travel to the works and back, subject to the Rules and Regulations in force from time to time and subject to availability of seats in the buses.

The Transport facility provided by the Company is merely a facility and shall not be construed as a right. If you are found to be misbehaving while traveling by the Company bus or misusing the facility, management reserves the right to initiate such disciplinary action against you, as it deems fit besides withdrawing the facility of the transport granted to you either forever or for a specific period.

As transport is merely a facility being provided by the Company, it would be basically your sole responsibility to attend your duties in time and non-availability of transport facility for any reason whatsoever shall not be an excuse on your part for abstaining from work or reporting late for the work.

The Company reserves the right to decide and change the routes and timings of the buses as per its own discretion.

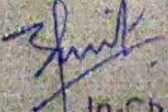
The Company reserves the right to reschedule the starting time of buses, as it deems necessary.

9. Notice Period

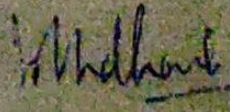
During the period of training with Company this arrangement can be terminated by one month's (30 days) notice. Either party is not bound to give any reason thereof. The Company reserves the right to pay or recover stipend in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period, and is not bound to give any reason thereof.

10. On Completion/Termination of Training:

- a) On Completion / termination of the training, you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or records, etc belonging to the Company or relating to its business and shall not make or retain any copies of these items.
- b) On satisfactory completion of training and subject to a suitable vacancy in the Company, you may be offered, though the Company is not bound to do so, regular employment in the Company on such terms and conditions of service that may be decided by the Company.
- c) You will be considered as an employee of the Company only from the date you are absorbed in the regular employment. The period of training will not be taken into account for the purpose of computing any benefits that you may thereafter be eligible for.


In-Charge
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MIET, Bhandara

3.

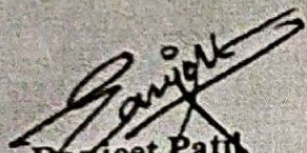

Principal
M. Patel Institute of Engg. & Tech.
Bhandara

AQ

The above terms and conditions are subject to Company policy.

Please confirm that the above terms are acceptable to you and that you accept the offer of training by signing a copy of this letter of engagement.

For, AQ Mechanical & Electrical Manufacturing India Pvt. Ltd

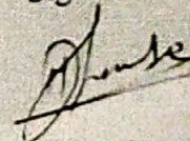

Ranjeet Patil
Manager - HR & Admin

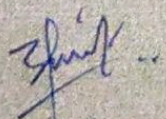
I agree to accept offer of training on the terms and conditions mentioned in the above letter.

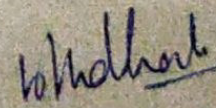
Name:

Place:

Signature:




In Charge
Training & Placement
MIET, Bhandara


Principal
M. Patel Institute of Engg.
Tehsil Bhandara, Dist. Bhandara