

Ref No. NAEL/HR&IR/2023

8th September, 2023

Mr. Vansh Kumar Kashyap
70 Madhrpur, Post Kulgaon
Maharajpur, Kanpur Nagar
Uttar Pradesh - 209402

Subject: Training

Dear Vansh,

With reference to your application and the subsequent interview you had with us, we have pleasure in offering you the facility of training in our company at Plot No-131, Sector 8, IMT, Manesar, Gurugram on the following terms and conditions with effect from September 8th 2023

1. Designation : Junior Engineer
2. Department : Quality
3. Period of Training : Two Years
4. Monthly Stipend :

- a) First Year: Rs. 14000/- per month + PF + ESIC (employer's contribution) wef 8th September, 2023.
- b) Second Year: Rs. 15000/- per month + PF + ESIC (employer's contribution) wef 1st September, 2024

5. Termination of Training:

- a. The training will automatically come to an end on 07th September, 2025 unless extended by the management.
- b. The training can be terminated by either side giving 15 days' notice or payment in lieu of that, without citing any reasons thereof.
- c. The training can be terminated even during the training period, without citing any reasons, if you are found to have violated any Company Norms, Code of Conduct, IT Secrecy Policy or any provisions of Prevention of Sexual Harassment at Workplace Policy.
- d. The training can be terminated if any disciplinary concerns found during the training period.

6. Medical Fitness:

The training and its continuance is subject to your being found and remaining medically fit by the company's Medical Officer, both physically and mentally.

7. Secrecy:

You will not disclose, either by word or writing any particulars or details of manufacturing processes, technical know-how security arrangement, administrative and/ or organizational matters pertaining to the company which may be your personal privilege to know by virtue of your being trained by the company

8. Transfer:

Your training location may be changed to any other units of the Company or any other companies of the group, based on the business plan and as a part of Group's Training Strategy.

