



09-11-2022

Subject: Acceptance of candidature cum offer letter

Dear Mr. Sohan Meraskar,

We are pleased to offer you, the position of Sales Intern with ELV Projects with effective from 14 Nov, 2022 on the following guidelines.

- You will be paid Rs.15,000 as stipend, subject to deductions.
- The bifurcation of your salary into various heads is at the sole discretion of the Management. The Management is further empowered to re-structure your salary at any time in future at its sole discretion.
- Your annual increments will be based upon your all-round performance, professional efficiency, profitability of the establishment, your integrity, cost-effectiveness, discipline, punctuality, personal grooming, guest handling, staff handling etc. However, in case of your poor performance the annual increment can be withheld at the sole discretion of the Management. Increments are neither automatic nor a right.
- You will be posted at ELV Highgarden. You may however be required to work at any place of business which the Company has or may later acquire.
- You will be on internship period is 90 days with effect from the date you report for duty. However, this period is liable to be extended further for a period of 180 days at the sole discretion of the Management.
- On successful completion of your original or extended intern period, the confirmation of service shall be considered by the Management. You will be considered as confirmed in employment only on issue of a written communication to you by the Management.
- You will be entitled to take leaves and holidays as per process set by the Organization.
- If you remain absent from your work, without any information or prior written sanction of leave, and/or without any satisfactory explanation for more than 8 consecutive days, including absence when leave though applied for but not granted, or overstaying your sanctioned leave for more than 8 consecutive days without written sanction of extension of leave by the Management; it will be presumed that you are no longer working for the Organization and that you have abandoned service, thereby terminating yourself from your employment. In such a case, you will not be liable to receive any statutory compensation.
- You shall not take any presents, commission or any kind of gratification or benefit in cash or kind from any person, party or firm having connection with the Organization. In case if you get, you must possess a certificate from the person that it is presented to you.

Confidential Information

- During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the


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prior permission of the Company.

- You must safeguard and not disclose Confidential Information during the course of your employment and termination of your employment with the Company.

Applicability of Company Policy

- The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

Governing Law/Jurisdiction

- Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of High Court of Karnataka only.

Termination

- You may terminate your employment with the Company, without any cause, by giving no less than two months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.
- The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss to the Company.
- On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.
- Company has the right to terminate your appointment, without any reason, by giving you not less than two months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.
- That it is understood by you that this employment is being offered to you on the basis of the particulars/credentials furnished by you in/with your application for employment. If, at any time, should it emerge that the particulars/credentials as furnished by you are false/incorrect, or if any material information has been suppressed, this appointment shall automatically be rendered void and shall be liable to termination forthwith without any notice or compensation.

In case the terms and conditions as mentioned before are acceptable to you, please sign on each page of the duplicate copy of this letter in token of your acceptance of them.





ELV PROJECTS
PRIVATE LIMITED

Suresh Babu
Director - Business Operations

Acceptance of the candidate:

I, Mr. Sohan Meraskar have carefully read and understood the terms and conditions of my appointment as mentioned hereinabove, and I agree and undertake to abide by them.

Place:

Date:

(Signature of the Employee)

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