



Ref: RFI/HR/Trng/2022
Date: Wednesday, June 01st, 2022

To,
Mr. Saish Sandeep Patil
401, Aster Surabhi Vatika,
Near Siddharth Banglow,
Sama Savali Road,
Vadodara,
Gujarat - 390022.

SUB: APPOINTMENT OF TRAINING.

Dear Mr. Saish,

With reference to your application we are pleased to offer you training as **Trainee Engineer** in the **Quality** department of our organization w.e.f. **01st June 2022** on following terms & conditions:

TERMS & CONDITIONS:

1. You will be paid a stipend of **Rs. 15,000/-** per month. In addition, you will be paid Training Assistance of **Rs. 5,000/-** per month.
2. You will be eligible to the benefits of Provident Fund and Gratuity as per terms stipulated in the respective schemes, to be established by the company.
3. Your initial place of training will be at our factory at Pirangut. However, your place of training can be changed, and can be seconded or assigned to by the Company, at its sole discretion, to:
 - a) Any Randack Fasteners India Pvt Ltd operation in India and abroad; whether existing as on date of this letter or to be established thereafter at the option of the company.
 - b) Any operation in India or abroad under the management and/or ownership of Randack Fasteners India Pvt Ltd including any joint venture in which Randack Fasteners India Pvt Ltd is a participant or to any subsidiary or associate company of Randack Fasteners India Pvt Ltd.

All such training will be treated as training imparted to you by this company and will not create any relationship with such other entities in which you are subsequently placed.

4. You will be on training for a period of one year from the date of your joining training, but if the management is not satisfied with your progress in training and conduct, or for any reason continuance of training is not possible your training shall be liable to be discontinued with immediate effect at any time during or / on completion of the training period. This period of training will be liable to such extension as the management may deem fit in its sole discretion.

CIN-U28991PN2008PTC131920

RANDACK FASTENERS INDIA PVT. LTD.

Gat No.1197, Near Ghotawade Phata, Pirangut, Tal. Mulshi, Dist. Pune 412 108, India. Tel. : +91 20 6790 9000.
www.randack-india.com



5. Your having undergone training with us will not automatically make you fit for a permanent vacancy with us and / or create a lien on permanent vacancy with us.
6. After completion of the training period, in case there exists a permanent vacancy in the Organization and at its sole discretion your candidature will be considered for appointment along with other candidates. You will be offered an appointment, if you are selected in the interview, on probation which will be for a period of One Year. On successful completion of the probationary period your services shall be deemed to have been confirmed with the company unless you receive an order in writing to the contrary. But if the management is not satisfied with your work and conduct during the probationary period, your services shall be liable to be terminated with immediate effect at any time during or / on completion of the probation period. This period of probation will be liable to such extension as the management may deem fit in its sole discretion.

During the initial training period and/or extended training period, should you wish to terminate your training, you may do so by giving two-month notice.

7. Absence for a continuous period of eight days without prior approval of your supervisor, (including overstay of leave/training), would be deemed to be abandonment of training by you and your training with the company shall automatically come to an end without any notice or intimation. Similarly, any misbehavior, misconduct, violation of company rules and policies would lead to termination of your training with the company without the company giving you any prior notice or intimation with immediate effect.
8. You will be governed by the rules and regulations as applicable, enforced, amended or altered from time to time during the course of your training or employment thereafter as applicable to this company or as applicable to such entities wherein you are likely to be placed subsequently during training or employment.
9. You will undergo training with diligence, devotion and discretion and the company may hold you liable for gross negligence. During the training period with the company initial, extended or otherwise, you are in no way allowed to be employed in any other company on a temporary or part time basis or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior consent of the company.
10. You confirm that you have disclosed fully to the company all of your business, interests, whether or not they are similar to or in conflict with the business (es) or activities of the company, and all circumstances in respect of which there is or there might be, a conflict of interest between Randack Fasteners India Pvt Ltd and you or any immediate relative. You agree to disclose fully to the company any such interests or circumstances, which may arise during your training immediately upon such interest, or circumstances arriving.



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11. Confidentiality

The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorized person, either during or after your training or subsequent employment with the Company, for any person any information about the interest of business of the Company or any affiliated Companies.

You shall not communicate to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to the Company except with prior approval of the management.

Any invention, development, process, discovery, formulate, plan, specification, program, design, process, adaptation or improvement in procedure or other matters or work including any artistic, literary or other work which can be subject matter of copyright whatsoever, made, developed or discovered by you either alone or jointly with any other person or persons while in training with the company or subsequent employment of the company, in connection with or in any way affecting or relating to the business of the company or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company.

For the purpose of this clause company means and includes such other entities in which you will be placed for training or subsequent employment.

12. Upon termination of your training and / or subsequent employment with the Company, you shall forthwith return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property of the Company in your possession or under your control.

The terms and conditions of this offer are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness.

Kindly sign and return a copy of this letter duly countersigned by you on each page in acceptance of the terms and conditions set out herein.

Yours sincerely,
For Randack Fasteners India Pvt Ltd.,

Sateesh Bhide
Director

Accepted & Agreed

Saish Patil