



Annexure 'A'

Terms & Conditions of Employment

1. Duties and Responsibilities

a) The company will expect you to work with a high standard of initiative, efficiency and economy and encourage and motivate people under you to achieve optimum output. You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the Company and those in authority over you.

b) You shall not divulge, to any unauthorized person during the period of your service and afterwards by word of mouth or otherwise, any confidential information of the company or its clients or affiliates etc. including the details of company processes, technical know-how, security arrangements, financial data or information, administrative or organizational matters, which may be your privilege to know by virtue of your being our employee. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment. You shall also not disclose any information regarding your compensation to any other employee, except your Department Head or Human Resources Manager or anyone outside the company.

c) You will disclose to us forthwith any discovery, invention, process or improvement or any work (in which intellectual property rights of whatever nature subsist) made or discovered by you while in our service, and such discovery, invention, process or improvement or work shall belong absolutely to and be the sole and absolute property of the company. For the consideration received hereunder, you hereby specifically assign to us or such other person or person, firms or companies, as we may direct, the entire of any right that may accrue to you in respect of any such discovery, invention, process or improvement or work under the provisions of any applicable law and shall do all things that may be necessary and appropriate to assign such right in favors of us including, but not limited to, the execution of the appropriate applications or assignments, production of documents and evidence to the appropriate authorities etc.

You waive all legal, moral or other rights a to which you may be entitled under any legislation now existing or in the future enacted in respect of any such discovery, invention, process or improvement or work.

d) You will not enter into any commitments or dealings on behalf of the company for which you have no clear authority nor alter or be a party to any alteration of any principle or policy of the company or exceed the authority or discretion vested in you without the previous sanction of the company or those in authority over you.

e) You will be responsible for the safe keeping and return at the time of cessation of your employment or as required by the company, in good condition and order all the properties or material of the company, which may be in your use, custody, care or charge. For the loss of any property or material of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such property or material from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction. Upon the cessation of your employment, the company reserves the

Principal

Shree Umiya Kanya Mahavidhyalay
Rangwasa (Rau) Indore (M.P.)

Accepted



right to revoke any powers of attorney or other authorities conferred on you and you will consequently be obliged to hand over all copies of any of letters of authority or powers of attorney issued to you.

f) You will remain compliant with the law of the land, and policies, procedures, declarations, service rules or other rules and regulations including conduct, discipline and administrative orders of the company with modifications done at the sole discretion of company while in the employment of the company.

2. Compensation Progression

Future increase in your compensation and future prospects in the company shall entirely depend on the evaluation of your performance by the company taking into account your efficiency, performance standards, hard work, commitment, regularity in attendance, sincerity, good conduct, the company's performance and such other relevant factors as the company may consider appropriate given your designation in the company.

Such increase in no case shall be automatic or a matter of right and shall be given based on the evaluation of your performance at the sole discretion of the company.

3. Transfer

You may during the course of your employment be transferred at any time to another city, state, country, unit, office, division, department, group or affiliated company either existing or to be set up, without any additional remuneration or compensation except for the normal relocation expenses payable, at the sole discretion of the company.

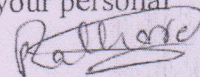
4. Exclusive Contract

During the term of your employment, you shall not directly or indirectly take employment with any other company or participate in or deal with any other business, or take up consultancy or deal with or enter into any agreement or arrangement with any person that is in the same or similar business in which the company is engaged or seek membership of any local, or public bodies either on honorary or remunerator basis except with the prior written permission of the company.

The Company seeks to safeguard and protect the commercial and business data concerning present Clients and Business Associates and goodwill in the market by suitably advising you and by taking this undertaking that for a period of 3 years from the date of separation / termination from employment, you shall not join or collaborate or associate or assist or deal with in any manner whatsoever directly or otherwise or provide consultancy in any manner to any competitor including Firm or Company or act on their behalf with or without consideration or return or gratis or by way of favour, so that the current business deals and terms are not taken advantage of by any business rival/competitor or firm or Company which is similarly engaged in the business as that of the Shakti Pumps (India) Ltd.. Further, you shall not engage yourself in the similar business as that of the Company or use contact and goodwill of the Company for your personal gain and benefit.


Principal

Shree Umiya Kanva Mahavidhyalax
Rajwade, Rau Indore (M.P.)


Accepted



5. Termination of Permanent Service

a) The company may terminate your employment without notice if at any time during your employment you are found guilty of (i) any act of disloyalty, commission of an act involving moral turpitude and act of indiscipline or inefficiency, or (ii) willful breach of the terms of this appointment letter, including the Annexure hereof and policies, procedures, declarations, service rules or other rules and regulations including conduct, discipline and administrative orders of the company or (iii) dereliction of duty, or (iv) willful negligence or disobedience of lawful or reasonable orders or instructions or the rules or regulations received by you from time to time, or (v) conduct on or off duty, which is prejudicial to the interest, good name or reputation of the company, or (vi) furnishing or suppressing false material information or declaration. (vii) 30 days notice period in case if you break the notice period. You are required to pay the balance of the remaining day's equivalent to your gross Salary. If Company chooses to terminate you, then the Company [Shakti Pumps (India) Ltd.] is not liable to pay any amount, without prejudice to its rights aforesaid, in such cases the company reserves the right to seek any other remedy or take any action available to it under applicable law. In addition, you shall be liable for all losses and damages incurred by company. Company shall have no obligation to you for compensation or salary in lieu of notice period in this instance. For all the above, the judgment of the company will be final and cannot be challenged anywhere.

b) If you absent yourself without leave for either days or remain absent for more than five days beyond the period of sanctioned leave originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your employment without giving any notice unless you return to work within a future period of two days and give an explanation to the satisfaction of the company regarding such absence. In case of any absence without prior permission or subsequently regularized, you will not be entitled to wages for the absent dates.

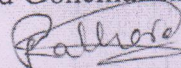
c) Your services can be terminated by the company without assigning any reason after giving One month's notice in writing or salary in lieu thereof.

6. Retirement

You shall retire from the services of the company as per prevailing law. The effective date of retirement will be the last day of the month in which you are retiring.

7. Dispute Resolution

Any disputes between the parties which cannot be resolved via negotiations shall be submitted for final, binding arbitration to a sole arbitrator appointed by the Human Resources Department of the Disclosing Party/Employer in accordance with the Provisions Arbitration and Conciliation Act, 1996



Accepted


Principal
Shree Umiya Kanya Mahavidhyale
Rangwasa (Rau) Indore (M.P.)



8. You will be governed by certified standing orders of the company approved by labour dept of M.P.

Wishing you all the best for your new assignment.

Shalin
6.7.18

Authorized Signatory (3651)

I hereby accept the above terms and conditions.

Name & Signature:

Shalu Rathore

Rathore

[Signature]

Date:

Rathore
Accepted

Principal
Shree Umtya Kanya Mahavidyalaya
Rangwasa (Rau) Indore (M.P.)



Annexure 'B'

CTC STATEMENT

A) Name of employee Shalu Rathore
B) Department Production
C) Date of joining 11.06.2018
D) Designation Assistant Technician

PART A		MONTHLY	YEARLY
S.NO	PARTICULARS		
A1	SALARY PAYMENT MONTHLY		
1	Basic Salary	8182	98184
2	House Rent Allowances	200	2400
3	Other Allowances	252	3024
	Gross Salary	8634	103608
4	Companies Cont. to PF	1064	12768
5	Companies Cont. to ESIC	411	4932
	Total(A1)	10109	121308
A2	SALARY PAYMENT ANNUAL		
6	PLI	---	---
	Total(A2)		
	Total(A1+A2)=A	10109	121308
B	ANNUAL BENEFIT		
7	Mediclaim	236	2832
	Total = B	236	2832
C	COMPANIES CONT. TO GRATUITY		
8	Companies Cont. to Gratuity	394	4728
	Total Fixed CTC(A+B+C)	10739	128868

Shalu Rathore
6.7.18

Approved By (3651)

Rathore

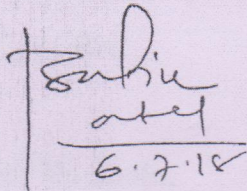
Accepted



Principal

Principal
Shree Umilya Kanya Mahavidyalaya
Rangwasa (Raul Indore (M.P.))

- 1.You will be Entitled For Insurance Amount Rs 4.00 Lakh (Mediclaim+Personal Accident).
- 2.You will be Entitled For Subsidized Canteen Faciltiy.
- 3.You will be Provided Transportation From Indore/Pithampur.
- 4.Reimbursement is Subject to as per HR Policy.

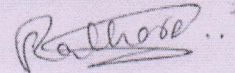

6.7.18

Pratik Patel (3651)

Dy.General Manager-HR



Principal
Shree Umiya Kanya Mahavidhyalay
Rangwasa (Rau) Indore (M.P.)



Accepted



Ref: Shakti/HR/9715

CIN No : L29120MP1995PLC009327

Date 11.06.2018.

To,

Ms. Komal Patidar
Vill.Bavai,Babai,Dewas
455118 Dewas .

Sub:Appointment letter

Dear Ms Komal,

Congratulations!

We are pleased to offer you the position of **Asst. Technician E&C** with effect from **11.06.2018**.

Kindly find here attached as per below -

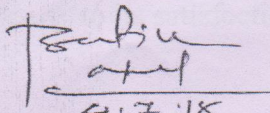
1. Terms & Condition of Employment in Annexure A .
2. Break up Of Compensation in Annexure B .
3. Job Profile (Roles & Responsibilities) With KRA For Current Year (Annexure C & D)

You will be on training/ probation for a period of Six Months and thereafter your appointment shall be confirmed based on your performance. Your initial place of posting shall be at H.Q - ECP Plant 1191 . However, the Company reserves the right to transfer you at any other Office/ Branch, Subsidiary or Associate Company of this organization in India and abroad which is in existence or may in future come into existence.

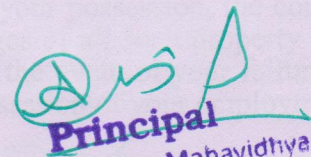
You are hereby required to accept and sign and the said appointment letter . We look forward for work together to build a successful business.

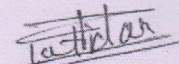
Thanking You,

For Shakti Pumps [I] Ltd.


Pratik Patel (3651)
4.7.18

Dy.General Manager--HR


Principal
Shree Umiya Kanya Mahavidhyalay
Rangwasa (Rau) Indore (M.P.)


Accepted

SHAKTI PUMPS (INDIA) LTD.



Annexure 'A'

Terms & Conditions of Employment

1. Duties and Responsibilities

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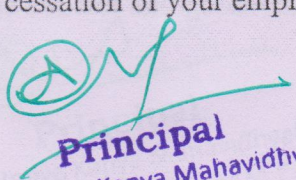
b) You shall not divulge, to any unauthorized person during the period of your service and afterwards by word of mouth or otherwise, any confidential information of the company or its clients or affiliates etc. including the details of company processes, technical know-how, security arrangements, financial data or information, administrative or organizational matters, which may be your privilege to know by virtue of your being our employee. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment. You shall also not disclose any information regarding your compensation to any other employee, except your Department Head or Human Resources Manager or anyone outside the company.


c) You will disclose to us forthwith any discovery, invention, process or improvement or any work (in which intellectual property rights of whatever nature subsist) made or discovered by you while in our service, and such discovery, invention, process or improvement or work shall belong absolutely to and be the sole and absolute property of the company. For the consideration received hereunder, you hereby specifically assign to us or such other person or person, firms or companies, as we may direct, the entire of any right that may accrue to you in respect of any such discovery, invention, process or improvement or work under the provisions of any applicable law and shall do all things that may be necessary and appropriate to assign such right in favors of us including, but not limited to, the execution of the appropriate applications or assignments, production of documents and evidence to the appropriate authorities etc.

You waive all legal, moral or other rights a to which you may be entitled under any legislation now existing or in the future enacted in respect of any such discovery, invention, process or improvement or work.

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Principal
Shree Umiya Kanya Mahavidhyalay
Rangwasa (Rau) Indore (M.P.)


Accepted



right to revoke any powers of attorney or other authorities conferred on you and you will consequently be obliged to hand over all copies of any of letters of authority or powers of attorney issued to you.

f) You will remain compliant with the law of the land, and policies, procedures, declarations, service rules or other rules and regulations including conduct, discipline and administrative orders of the company with modifications done at the sole discretion of company while in the employment of the company.

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4. Exclusive Contract

During the term of your employment, you shall not directly or indirectly take employment with any other company or participate in or deal with any other business, or take up consultancy or deal with or enter into any agreement or arrangement with any person that is in the same or similar business in which the company is engaged or seek membership of any local, or public bodies either on honorary or remunerator basis except with the prior written permission of the company.

The Company seeks to safeguard and protect the commercial and business data concerning present Clients and Business Associates and goodwill in the market by suitably advising you and by taking this undertaking that for a period of 3 years from the date of separation / termination from employment, you shall not join or collaborate or associate or assist or deal with in any manner whatsoever directly or otherwise or provide consultancy in any manner to any competitor including Firm or Company or act on their behalf with or without consideration or return or gratis or by way of favour, so that the current business deals and terms are not taken advantage of by any business rival/competitor or firm or Company which is similarly engaged in the business as that of the Shakti Pumps (India) Ltd.. Further, you shall not engage yourself in the similar business as that of the Company or use contact and goodwill of the Company for your personal gain and benefit.

Principal
Shree Umiya Kanya Mahavidhyalay
Rangwasa (Rau) Indore (M.P.)

Accepted



5. Termination of Permanent Service

a) The company may terminate your employment without notice if at any time during your employment you are found guilty of (i) any act of disloyalty, commission of an act involving moral turpitude and act of indiscipline or inefficiency, or (ii) willful breach of the terms of this appointment letter, including the Annexure hereof and policies, procedures, declarations, service rules or other rules and regulations including conduct, discipline and administrative orders of the company or (iii) dereliction of duty, or (iv) willful negligence or disobedience of lawful or reasonable orders or instructions or the rules or regulations received by you from time to time, or (v) conduct on or off duty, which is prejudicial to the interest, good name or reputation of the company, or (vi) furnishing or suppressing false material information or declaration.

(vii) 30 days notice period in case if you break the notice period. You are required to pay the balance of the remaining day's equivalent to your gross Salary. If Company chooses to terminate you, then the Company (Shakti Pumps [I] Ltd.) is not liable to pay any amount, without prejudice to its rights aforesaid, in such cases the company reserves the right to seek any other remedy or take any action available to it under applicable law.

In addition, you shall be liable for all losses and damages incurred by company. Company shall have no obligation to you for compensation or salary in lieu of notice period in this instance. For all the above, the judgment of the company will be final and cannot be challenged anywhere.

b) If you absent yourself without leave for either days or remain absent for more than five days beyond the period of sanctioned leave originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your employment without giving any notice unless you return to work within a future period of two days and give an explanation to the satisfaction of the company regarding such absence.

In case of any absence without prior permission or subsequently regularized, you will not be entitled to wages for the absent dates.

c) Your services can be terminated by the company without assigning any reason after giving One month's notice in writing or salary in lieu thereof.

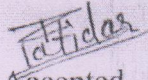
6. Retirement

You shall retire from the services of the company as per prevailing law. The effective date of retirement will be the last day of the month in which you are retiring.

7. Dispute Resolution

Any disputes between the parties which cannot be resolved via negotiations shall be submitted for final, binding arbitration to a sole arbitrator appointed by the Human Resources Department of the Disclosing Party/Employer in accordance with the Provisions Arbitration and Conciliation Act, 1996


Principal
Shree Umiya Kanya Mahavidhyalay
Rangwasa (Rau) Indore (M.P.)


Accepted



8. You will be governed by certified standing orders of the company approved by labour dept of M P

Wishing you all the best for your new assignment.

atidar
4.7.18

Authorized Signatory (3651)

I hereby accept the above terms and conditions.

Name & Signature: *atidar*

Amf

Principal
Shree Umiya Kanya Mahavidhyalay
Rangwasa (Rau) Indore (M.P.)

Date: 04-07-2018

Accepted *atidar*

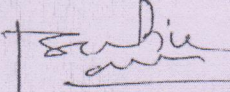




Annexure 'B'


CTC STATEMENT

A) Name of employee Komal Patidar
B) Department Production
C) Date of joining 11.06.2018
D) Designation Assistant Technician

PART A			
S.NO	PARTICULARS	MONTHLY	YEARLY
A1 SALARY PAYMENT MONTHLY			
1	Basic Salary	8182	98184
2	House Rent Allowances	200	2400
3	Other Allowances	252	3024
	Gross Salary	8634	103608
4	Companies Cont. to PF	1076	12912
5	Companies Cont. to ESIC	411	4932
	Total(A1)	10121	121452
A2 SALARY PAYMENT ANNUAL			
6	PLI	---	---
	Total(A2)		
	Total(A1+A2)=A	10121	121452
B ANNUAL BENEFIT			
7	Mediclaim	236	2832
	Total = B	236	2832
C COMPANIES CONT.TO GRATUITY			
8	Companies Cont. to Gratuity	394	4728
	Total Fixed CTC(A+B+C)	10751	129012


4.7.18
Approved By (3651)


Principal
Shree Umiya Kanya Mahavidhyalay
Bhangwasa (Bardolore) (M.P.)



Accepted

- 1.You will be Entitled For Insurance Amount Rs 4.00 Lakh (Mediclaim+Personal Accident).
- 2.You will be Entitled For Subsidized Canteen Faciltiy.
- 3.You will be Provided Transportation From Indore/Pithampur.
- 4.Reimbursement is Subject to us per HR Policy.

Pratik Patel
4.7.18

Pratik Patel (3651)

Dy.General Manager-HR

Principal

Principal
Shree Umiya Kanya Mahavidhyalay
Rangwasa (Rau) Indore (M.P.)

Accepted

Accepted



PUMPING LIFE

Ref: Shakti/HR/9714

CIN No : L29120MP1995PLC009327

Date 11.06.2018.

To,

Ms. Nisha Prajapat
H.No.481,Rangwasa,Rau,Indore
453331 Rau .

Sub:Appointment letter

Dear Ms Nisha,

Congratulations!

We are pleased to offer you the position of **Asst. Technician E&C** with effect from **11.06.2018**.

Kindly find here attached as per below -

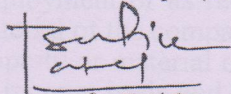
1. Terms & Condition of Employment in Annexure A .
2. Break up Of Compensation in Annexure B .
3. Job Profile (Roles & Responsibilities) With KRA For Current Year (Annexure C & D)

You will be on training/ probation for a period of Six Months and thereafter your appointment shall be confirmed based on your performance. Your initial place of posting shall be at H.Q - **ECP Plant 1191** . However, the Company reserves the right to transfer you at any other Office/ Branch, Subsidiary or Associate Company of this organization in India and abroad which is in existence or may in future come into existence.

You are hereby required to accept and sign and the said appointment letter . We look forward for work together to build a successful business.

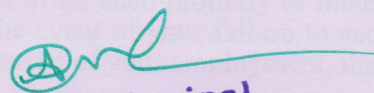
Thanking You,

For Shakti Pumps (India) Ltd.

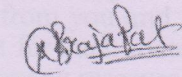

6.7.18

Pratik Patel (3651)

Dy.General Manager--HR



Principal
Shree Umiya Kanya Mahavidhyalay
Rangwasa (Rau) Indore (M.P.)


Accepted

SHAKTI PUMPS (INDIA) LIMITED



Annexure 'A'

Terms & Conditions of Employment

1. Duties and Responsibilities

a) The company will expect you to work with a high standard of initiative, efficiency and economy and encourage and motivate people under you to achieve optimum output. You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the Company and those in authority over you.


b) You shall not divulge, to any unauthorized person during the period of your service and afterwards by word of mouth or otherwise, any confidential information of the company or its clients or affiliates etc. including the details of company processes, technical know-how, security arrangements, financial data or information, administrative or organizational matters, which may be your privilege to know by virtue of your being our employee. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment. You shall also not disclose any information regarding your compensation to any other employee, except your Department Head or Human Resources Manager or anyone outside the company.

c) You will disclose to us forthwith any discovery, invention, process or improvement or any work (in which intellectual property rights of whatever nature subsist) made or discovered by you while in our service, and such discovery, invention, process or improvement or work shall belong absolutely to and be the sole and absolute property of the company. For the consideration received hereunder, you hereby specifically assign to us or such other person or person, firms or companies, as we may direct, the entire of any right that may accrue to you in respect of any such discovery, invention, process or improvement or work under the provisions of any applicable law and shall do all things that may be necessary and appropriate to assign such right in favors of us including, but not limited to, the execution of the appropriate applications or assignments, production of documents and evidence to the appropriate authorities etc.

You waive all legal, moral or other rights a to which you may be entitled under any legislation now existing or in the future enacted in respect of any such discovery, invention, process or improvement or work.

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Accepted


Principal
Shree Umiya Kanya Mahavidhwalay
Rangwasa (Rau) Indore (M.P.)



right to revoke any powers of attorney or other authorities conferred on you and you will consequently be obliged to hand over all copies of any of letters of authority or powers of attorney issued to you.

f) You will remain compliant with the law of the land, and policies, procedures, declarations, service rules or other rules and regulations including conduct, discipline and administrative orders of the company with modifications done at the sole discretion of company while in the employment of the company.

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4. Exclusive Contract

During the term of your employment, you shall not directly or indirectly take employment with any other company or participate in or deal with any other business, or take up consultancy or deal with or enter into any agreement or arrangement with any person that is in the same or similar business in which the company is engaged or seek membership of any local, or public bodies either on honorary or remunerator basis except with the prior written permission of the company.

The Company seeks to safeguard and protect the commercial and business data concerning present Clients and Business Associates and goodwill in the market by suitably advising you and by taking this undertaking that for a period of 3 years from the date of separation / termination from employment, you shall not join or collaborate or associate or assist or deal with in any manner whatsoever directly or otherwise or provide consultancy in any manner to any competitor including Firm or Company or act on their behalf with or without consideration or return or gratis or by way of favour, so that the current business deals and terms are not taken advantage of by any business rival/competitor or firm or Company which is similarly engaged in the business as that of the Shakti Pumps (India) Ltd.. Further, you shall not engage yourself in the similar business as that of the Company or use contact and goodwill of the Company for your personal gain and benefit.


Accepted


Principal
Shree Umiya Kanya Mahavidyalaya
Rangwasa (Rau) Indore (M.P.)



5. Termination of Permanent Service

a) The company may terminate your employment without notice if at any time during your employment you are found guilty of (i) any act of disloyalty, commission of an act involving moral turpitude and act of indiscipline or inefficiency, or (ii) willful breach of the terms of this appointment letter, including the Annexure hereof and policies, procedures, declarations, service rules or other rules and regulations including conduct, discipline and administrative orders of the company or (iii) dereliction of duty, or (iv) willful negligence or disobedience of lawful or reasonable orders or instructions or the rules or regulations received by you from time to time, or (v) conduct on or off duty, which is prejudicial to the interest, good name or reputation of the company, or (vi) furnishing or suppressing false material information or declaration.

(vii) 30 days notice period in case if you break the notice period. You are required to pay the balance of the remaining day's equivalent to your gross Salary. If Company chooses to terminate you, then the Company [Shakti Pumps (India) Ltd.] is not liable to pay any amount, without prejudice to its rights aforesaid, in such cases the company reserves the right to seek any other remedy or take any action available to it under applicable law.

In addition, you shall be liable for all losses and damages incurred by company. Company shall have no obligation to you for compensation or salary in lieu of notice period in this instance. For all the above, the judgment of the company will be final and cannot be challenged anywhere.

h) If you absent yourself without leave for either days or remain absent for more than five days beyond the period of sanctioned leave originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your employment without giving any notice unless you return to work within a future period of two days and give an explanation to the satisfaction of the company regarding such absence.

In case of any absence without prior permission or subsequently regularized, you will not be entitled to wages for the absent dates.

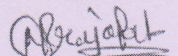
c) Your services can be terminated by the company without assigning any reason after giving One month's notice in writing or salary in lieu thereof

6. Retirement

You shall retire from the services of the company as per prevailing law. The effective date of retirement will be the last day of the month in which you are retiring.

7. Dispute Resolution

Any disputes between the parties which cannot be resolved via negotiations shall be submitted for final, binding arbitration to a sole arbitrator appointed by the Human Resources Department of the Disclosing Party/Employer in accordance with the Provisions Arbitration and Conciliation Act, 1996


Accepted


Principal
Shree Umiya Kanya Mahavidhyala,
Rangwasa (Rau) Indore (M.P.)



8. You will be governed by certified standing orders of the company approved by labour dept of M.P.

Wishing you all the best for your new assignment.

T. Subir
6.7.18

Authorized Signatory (3651)

I hereby accept the above terms and conditions.

Name & Signature:

Date: 07/06/2018

Nisha Prajapat

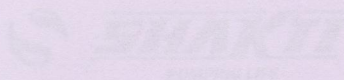
NISHA PRAJAPAT

Accepted *Nisha Prajapat*

[Signature]
Principal
Shree Umiya Kanya Mahavidyalay
Rangwasa (Raw) Indore (M.P.)

T. Subir
6.7.18

Approved By (3651)



[Signature]
Principal
Shree Umiya Kanya Mahavidyalay
Rangwasa (Raw) Indore (M.P.)



Annexure 'B'

CTC STATEMENT

A) Name of employee Nisha Prajapat
B) Department Production
C) Date of joining 11.06.2018
D) Designation Assistant Technician

PART A			
S.NO	PARTICULARS	MONTHLY	YEARLY
A1	SALARY PAYMENT MONTHLY		
1	Basic Salary	8182	98184
2	House Rent Allowances	200	2400
3	Other Allowances	252	3024
	Gross Salary	8634	103608
4	Companies Cont. to PF	1064	12768
5	Companies Cont. to ESIC	411	4932
	Total(A1)	10109	121308
A2	SALARY PAYMENT ANNUAL		
6	PLI	---	---
	Total(A2)		
	Total(A1+A2)=A	10109	121308
B	ANNUAL BENEFIT		
7	Mediclaim	236	2832
	Total = B	236	2832
C	COMPANIES CONT.TO GRATUITY		
8	Companies Cont. to Gratuity	394	4728
	Total Fixed CTC(A+B+C)	10739	128868

Nisha Prajapat
6.7.18

Approved By (3651)

Accepted



Shree Umiya
Principal
Shree Umiya Kanya Mahavidhyalaya
Rangwasa (Rau) Indore (M.P.)



Prem Henna Marketing Pvt. Ltd.

CIN - U52190RJ2014PTC046061

Corporate Office : S - 1, Takshashila Parisar, Near Rajendra Nagar Police Station, A. B. Road, Indore - 425 012 (M. P.) INDIA
Tel. : 0731 - 3950000 - 3950099 Website : www.premhenna.com E-mail : india@premhenna.com

Ref No. PG/MP/07/2018

Date: 30.07.2018

Ms. Hema Sahu
D/O Nanak Chand Sahu
193, Shri Nath Colony, Mhowgaon,
Mhow, Indore, Madhya Pradesh - 453441.

Subject: Offer Letter

Dear Ms. Sahu,

This has reference to your application and the subsequent interview on 28.07.2018 you had with us, we are pleased to make an offer for the position of "Data Entry Operator" - Indore (Madhya Pradesh). Your annual CTC will be Rs. 1.20 Lac (approx.) and your joining will be on or before 1st August, 2018 (Wednesday). PF, PT, ESIC & TDS (if applicable) will be deducted from your gross monthly salary as per statutory norms.

The offer of employment for the above position will be as per Company's terms and conditions.

You are required to furnish the following documents:

1. Id Proof.
2. Address Proof.
3. Latest Passport size photograph
4. Service Certificates of your previous jobs
5. Birth Certificate / School Leaving Certificate showing date of birth
6. Educational Qualification Certificates

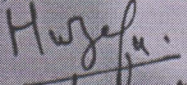
On joining, you will be required to furnish

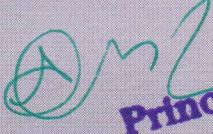
1. Relieving letter and Experience Certificate from your present employer
2. Last drawn Salary Slip / Certificate showing monthly salary and Annual benefits, from the present employer

We shall appreciate your confirmation of acceptance of the above offer with immediate effect. Non-acceptance before the stipulated time shall make this offer redundant automatically.

We look forward to you joining our esteemed organization and hope it is the beginning of a mutually fulfilling association.

For, Prem Henna Marketing Pvt. Ltd.


30/07/2018
Huzefa Kukshiwala
Manager - HR


Principal
Shree Umiya Kanya Mahavidhyalay
Rangwasa (Rau) Indore (M.P.)



PUMPING LIFE

Ref: Shakti/HR/9718

CIN No : L29120MP1995PLC009327

Date 11.06.2018.

To,

Ms. Shalu Rathore
H.No.407,Shiv Chouk,Rangwasa,Rau,Indore
453331 Rau .

Sub:Appointment letter

Dear Ms Shalu,

Congratulations!

We are pleased to offer you the position of **Asst. Technician E&C** with effect from **11.06.2018**.

Kindly find here attached as per below -

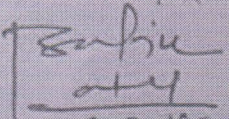
1. Terms & Condition of Employment in Annexure A .
2. Break up Of Compensation in Annexure B .
3. Job Profile (Roles & Responsibilities) With KRA For Current Year (Annexure C & D)

You will be on training/ probation for a period of Six Months and thereafter your appointment shall be confirmed based on your performance. Your initial place of posting shall be at H.Q - **ECP Plant 1191** . However, the Company reserves the right to transfer you at any other Office/ Branch, Subsidiary or Associate Company of this organization in India and abroad which is in existence or may in future come into existence.

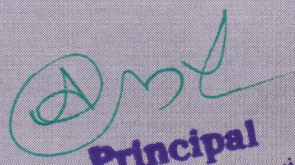
You are hereby required to accept and sign and the said appointment letter . We look forward for work together to build a successful business.

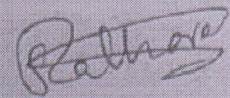
Thanking You,

For Shakti Pumps (India) Ltd.


Pratik Patel (3651)
6.7.18

Dy.General Manager--HR


Principal
Shree Umiya Kanva Mahavidhyalaya
Rangwasa (Rau) Indore (M.P.)


Accepted

SHAKTI PUMPS (INDIA) LIMITED



Ref: Shakti/HR/9716

CIN No : L29120MP1995PLC009327

Date 11.06.2018.

To,

Ms. Priyanka Choudhary
Flat No.102,Swastik Vihar,Nanakjeet Heights,Rau,Indore
453331 Rau .

Sub:Appointment letter

Dear Ms Priyanka,

Congratulations!

We are pleased to offer you the position of **Asst. Technician E&C** with effect from **11.06.2018**.

Kindly find here attached as per below -

1. Terms & Condition of Employment in Annexure A .
2. Break up Of Compensation in Annexure B .
3. Job Profile (Roles & Responsibilities) With KRA For Current Year (Annexure C & D)

You will be on training/ probation for a period of Six Months and thereafter your appointment shall be confirmed based on your performance. Your initial place of posting shall be at H.Q - **ECP Plant 1191** . However, the Company reserves the right to transfer you at any other Office/Branch, Subsidiary or Associate Company of this organization in India and abroad which is in existence or may in future come into existence.

You are hereby required to accept and sign and the said appointment letter . We look forward for work together to build a successful business.

Thanking You,

For Shakti Pumps [I] Ltd.

Pratik Patel

Dy.General Manager--HR

Principal
Shree Umiva Kanva Mahavidhyalay
Rau, Indore

Accepted

SHAKTI PUMPS (INDIA) LTD.



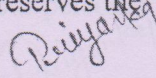
Annexure 'A'

Terms & Conditions of Employment

1. Duties and Responsibilities

- a) The company will expect you to work with a high standard of initiative, efficiency and economy and encourage and motivate people under you to achieve optimum output. You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the Company and those in authority over you.
- b) You shall not divulge, to any unauthorized person during the period of your service and afterwards by word of mouth or otherwise, any confidential information of the company or its clients or affiliates etc. including the details of company processes, technical know-how, security arrangements, financial data or information, administrative or organizational matters, which may be your privilege to know by virtue of your being our employee. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment. You shall also not disclose any information regarding your compensation to any other employee, except your Department Head or Human Resources Manager or anyone outside the company.
- c) You will disclose to us forthwith any discovery, invention, process or improvement or any work (in which intellectual property rights of whatever nature subsist) made or discovered by you while in our service, and such discovery, invention, process or improvement or work shall belong absolutely to and be the sole and absolute property of the company. For the consideration received hereunder, you hereby specifically assign to us or such other person or person, firms or companies, as we may direct, the entire of any right that may accrue to you in respect of any such discovery, invention, process or improvement or work under the provisions of any applicable law and shall do all things that may be necessary and appropriate to assign such right in favor of us including, but not limited to, the execution of the appropriate applications or assignments, production of documents and evidence to the appropriate authorities etc.
- You waive all legal, moral or other rights a to which you may be entitled under any legislation now existing or in the future enacted in respect of any such discovery, invention, process or improvement or work.
- d) You will not enter into any commitments or dealings on behalf of the company for which you have no clear authority nor alter or be a party to any alteration of any principle or policy of the company or exceed the authority or discretion vested in you without the previous sanction of the company or those in authority over you.
- e) You will be responsible for the safe keeping and return at the time of cessation of your employment or as required by the company, in good condition and order all the properties or material of the company, which may be in your use, custody, care or charge. For the loss of any property or material of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such property or material from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction. Upon the cessation of your employment, the company reserves the


Principal
Shree Umiya Kanya Mahavidhyalay
Rangwasa (Rau) Indore (M.P.)


Accepted



right to revoke any powers of attorney or other authorities conferred on you and you will consequently be obliged to hand over all copies of any of letters of authority or powers of attorney issued to you.

f) You will remain compliant with the law of the land, and policies, procedures, declarations, service rules or other rules and regulations including conduct, discipline and administrative orders of the company with modifications done at the sole discretion of company while in the employment of the company.

2. Compensation Progression

Future increase in your compensation and future prospects in the company shall entirely depend on the evaluation of your performance by the company taking into account your efficiency, performance standards, hard work, commitment, regularity in attendance, sincerity, good conduct, the company's performance and such other relevant factors as the company may consider appropriate given your designation in the company.

Such increase in no case shall be automatic or a matter of right and shall be given based on the evaluation of your performance at the sole discretion of the company.

3. Transfer

You may during the course of your employment be transferred at any time to another city, state, country, unit, office, division, department, group or affiliated company either existing or to be set up, without any additional remuneration or compensation except for the normal relocation expenses payable, at the sole discretion of the company.

4. Exclusive Contract

During the term of your employment, you shall not directly or indirectly take employment with any other company or participate in or deal with any other business, or take up consultancy or deal with or enter into any agreement or arrangement with any person that is in the same or similar business in which the company is engaged or seek membership of any local, or public bodies either on honorary or remunerator basis except with the prior written permission of the company.

The Company seeks to safeguard and protect the commercial and business data concerning present Clients and Business Associates and goodwill in the market by suitably advising you and by taking this undertaking that for a period of 3 years from the date of separation / termination from employment, you shall not join or collaborate or associate or assist or deal with in any manner whatsoever directly or otherwise or provide consultancy in any manner to any competitor including Firm or Company or act on their behalf with or without consideration or return or gratis or by way of favour, so that the current business deals and terms are not taken advantage of by any business rival/competitor or firm or Company which is similarly engaged in the business as that of the Shakti Pumps (India) Ltd.. Further, you shall not engage yourself in the similar business as that of the Company or use contact and goodwill of the Company for your personal gain and benefit.

Principal
Shree Umiya Kanya Mahavidhyalay
Rangwasa (Rau) Indore (M.P.)

Deviyankef
Accepted



5. Termination of Permanent Service

a) The company may terminate your employment without notice if at any time during your employment you are found guilty of (i) any act of disloyalty, commission of an act involving moral turpitude and act of indiscipline or inefficiency, or (ii) willful breach of the terms of this appointment letter, including the Annexure hereof and policies, procedures, declarations, service rules or other rules and regulations including conduct, discipline and administrative orders of the company or (iii) dereliction of duty, or (iv) willful negligence or disobedience of lawful or reasonable orders or instructions or the rules or regulations received by you from time to time, or (v) conduct on or off duty, which is prejudicial to the interest, good name or reputation of the company, or (vi) furnishing or suppressing false material information or declaration. (vii) 30 days notice period in case if you break the notice period. You are required to pay the balance of the remaining day's equivalent to your gross Salary. If Company chooses to terminate you, then the Company (Shakti Pumps [I] Ltd.) is not liable to pay any amount, without prejudice to its rights aforesaid, in such cases the company reserves the right to seek any other remedy or take any action available to it under applicable law.

In addition, you shall be liable for all losses and damages incurred by company. Company shall have no obligation to you for compensation or salary in lieu of notice period in this instance. For all the above, the judgment of the company will be final and cannot be challenged anywhere.

b) If you absent yourself without leave for either days or remain absent for more than five days beyond the period of sanctioned leave originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your employment without giving any notice unless you return to work within a future period of two days and give an explanation to the satisfaction of the company regarding such absence.

In case of any absence without prior permission or subsequently regularized, you will not be entitled to wages for the absent dates.

c) Your services can be terminated by the company without assigning any reason after giving One month's notice in writing or salary in lieu thereof.

6. Retirement

You shall retire from the services of the company as per prevailing law. The effective date of retirement will be the last day of the month in which you are retiring.

7. Dispute Resolution

Any disputes between the parties which cannot be resolved via negotiations shall be submitted for final, binding arbitration to a sole arbitrator appointed by the Human Resources Department of the Disclosing Party/Employer in accordance with the Provisions Arbitration and Conciliation Act, 1996

Accepted


Principal
Shree Umiya Kanya Mahavidhyalay
Rangwasa (Rau) Indore (M.P.)



8. You will be governed by certified standing orders of the company approved by labour dept of M.P.

CTC STATEMENT

Wishing you all the best for your new assignment.

Pratik Patel

Authorized Signatory

I hereby accept the above terms and conditions.

Name & Signature.

Date:

Pratyanika Choudhary

Accepted

Pratyanika

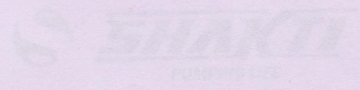
Pratik Patel

Principal
Shree Umiya Kanya Mahavidhyalay
Rangwasa (Rau) Indore (M.P.)

	MONTHLY	YEARLY
1. BASIC SALARY	200	2400
2. HOUSE RENT ALLOWANCE	32	384
3. CONVEYANCE	16	192
4. MEDICAL	4	48
5. TELEPHONE	4	48
6. TRAVEL (A+B)	101	1212
7. SALARY PAYMENT	357	4284
8. ANNUAL BENEFIT		
9. MEDICAL		352
10. TOTAL	357	4284
11. COMPANIES CONTR TO GRATUITY		
12. COMPANIES CONTR to Gratuity	200	2400
13. Total Fixed CTC(A+B+C)	1075	12912

Pratik Patel
Approved By

Pratyanika
Accepted



Principal
Shree Umiya Kanya Mahavidhyalay
Rangwasa (Rau) Indore (M.P.)

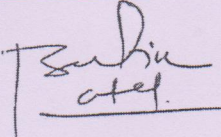


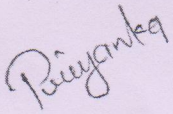
Annexure 'B'

CTC STATEMENT

- A) Name of employee Priyanka Choudhary
B) Department Production
C) Date of joining 11.06.2018
D) Designation Assistant Technician

PART A			
S.NO	PARTICULARS	MONTHLY	YEARLY
A1	SALARY PAYMENT MONTHLY		
1	Basic Salary	8182	98184
2	House Rent Allowances	200	2400
3	Other Allowances	252	3024
	Gross Salary	8634	103608
4	Companies Cont. to PF	1076	12912
5	Companies Cont. to ESIC	411	4932
	Total(A1)	10121	121452
A2	SALARY PAYMENT ANNUAL		
6	PLI	---	---
	Total(A2)		
	Total(A1+A2)=A	10121	121452
B	ANNUAL BENEFIT		
7	Mediclaim	236	2832
	Total = B	236	2832
C	COMPANIES CONT.TO GRATUITY		
8	Companies Cont. to Gratuity	394	4728
	Total Fixed CTC(A+B+C)	10751	129012


Approved By


Accepted




Principal
Shree Umiya Kanya Mahavidhyala
Rangwasa (Rau) Indore (M.P.)

1. You will be Entitled For Insurance Amount Rs 4.00 Lakh (Mediclaime+Personal Accident).
2. You will be Entitled For Subsidized Canteen Facility.
3. You will be Provided Transportation From Indore/Pithampur.
4. Reimbursement is Subject to as per HR Policy.

Date: 11.06.2018.

Pratik Patel

Pratik Patel

Dy.General Manager-HR

Principal
Principal
 Shree Umiya Kanya Mahavidyalaya
 Rangwasa (Rau) Indore (M.P.)

Accepted
 Accepted

You will be an employee for a period of Six Months and thereafter your appointment shall be continued based on your performance. Your initial phase of posting shall be at H.P. (M.P.). However, the Company reserves the right to transfer you at any other Office/ Branch/ Subsidiary or Associate Company of this organization in India and abroad which is in existence or may in future come into existence.

You are hereby required to accept and sign and the said appointment letter. We look forward for work together to build a successful business.

Thanking You

For Shakti Pumps (I) Ltd.

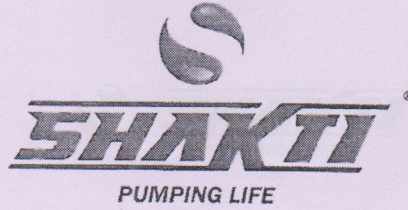
Pratik Patel

Dy.General Manager-HR

Principal
Principal
 Shree Umiya Kanya Mahavidyalaya

Accepted

SHAKTI PUMPS (INDIA) LTD.



Ref: Shakti/HR/9717

CIN No : L29120MP1995PLC009327

Date 11.06.2018.

To,

Ms. Poonam Yadav
Ward No.07,C-201,Gatiman Colony Pithampur,Dhar

454775 Pithampur .

Sub:Appointment letter

Dear Ms Poonam,

Congratulations!

We are pleased to offer you the position of **Asst. Technician E&C** with effect from 11.06.2018.

Kindly find here attached as per below -

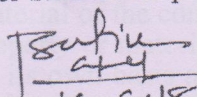
1. Terms & Condition of Employment in Annexure A .
2. Break up Of Compensation in Annexure B .
3. Job Profile (Roles & Responsibilities) With KRA For Current Year (Annexure C & D)

You will be on training/ probation for a period of Six Months and thereafter your appointment shall be confirmed based on your performance. Your initial place of posting shall be at H.Q - ECP Plant 1191 . However, the Company reserves the right to transfer you at any other Office/ Branch, Subsidiary or Associate Company of this organization in India and abroad which is in existence or may in future come into existence.

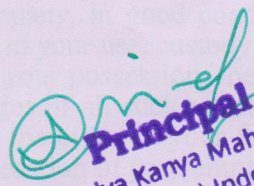
You are hereby required to accept and sign and the said appointment letter . We look forward for work together to build a successful business.

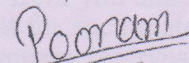
Thanking You,

For Shakti Pumps [I] Ltd.


16.6.18
Pratik Patel (3651)

Dy.General Manager--HR


Principal
Shree Umiya Kanya Mahavidhyalay
Rangwasa (Rau) Indore (M.P.)


Accepted

SHAKTI PUMPS (INDIA) LTD.



Annexure 'A'

Terms & Conditions of Employment

1. Duties and Responsibilities

a) The company will expect you to work with a high standard of initiative, efficiency and economy and encourage and motivate people under you to achieve optimum output. You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the Company and those in authority over you.

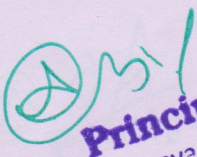
b) You shall not divulge, to any unauthorized person during the period of your service and afterwards by word of mouth or otherwise, any confidential information of the company or its clients or affiliates etc. including the details of company processes, technical know-how, security arrangements, financial data or information, administrative or organizational matters, which may be your privilege to know by virtue of your being our employee. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment. You shall also not disclose any information regarding your compensation to any other employee, except your Department Head or Human Resources Manager or anyone outside the company.

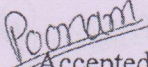
c) You will disclose to us forthwith any discovery, invention, process or improvement or any work (in which intellectual property rights of whatever nature subsist) made or discovered by you while in our service, and such discovery, invention, process or improvement or work shall belong absolutely to and be the sole and absolute property of the company. For the consideration received hereunder, you hereby specifically assign to us or such other person or person, firms or companies, as we may direct, the entire of any right that may accrue to you in respect of any such discovery, invention, process or improvement or work under the provisions of any applicable law and shall do all things that may be necessary and appropriate to assign such right in favors of us including, but not limited to, the execution of the appropriate applications or assignments, production of documents and evidence to the appropriate authorities etc.

You waive all legal, moral or other rights a to which you may be entitled under any legislation now existing or in the future enacted in respect of any such discovery, invention, process or improvement or work.

d) You will not enter into any commitments or dealings on behalf of the company for which you have no clear authority nor alter or be a party to any alteration of any principle or policy of the company or exceed the authority or discretion vested in you without the previous sanction of the company or those in authority over you.

e) You will be responsible for the safe keeping and return at the time of cessation of your employment or as required by the company, in good condition and order all the properties or material of the company, which may be in your use, custody, care or charge. For the loss of any property or material of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such property or material from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction. Upon the cessation of your employment, the company reserves the


Principal
Shree Umiya Kanva Mahavidhvalay
Ranpur


Accepted



right to revoke any powers of attorney or other authorities conferred on you and you will consequently be obliged to hand over all copies of any of letters of authority or powers of attorney issued to you.

f) You will remain compliant with the law of the land, and policies, procedures, declarations, service rules or other rules and regulations including conduct, discipline and administrative orders of the company with modifications done at the sole discretion of company while in the employment of the company.

2. Compensation Progression

Future increase in your compensation and future prospects in the company shall entirely depend on the evaluation of your performance by the company taking into account your efficiency, performance standards, hard work, commitment, regularity in attendance, sincerity, good conduct, the company's performance and such other relevant factors as the company may consider appropriate given your designation in the company.

Such increase in no case shall be automatic or a matter of right and shall be given based on the evaluation of your performance at the sole discretion of the company.

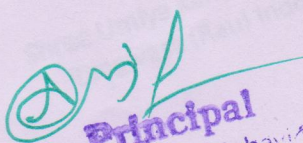
3. Transfer

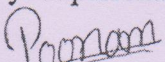
You may during the course of your employment be transferred at any time to another city, state, country, unit, office, division, department, group or affiliated company either existing or to be set up, without any additional remuneration or compensation except for the normal relocation expenses payable, at the sole discretion of the company.

4. Exclusive Contract

During the term of your employment, you shall not directly or indirectly take employment with any other company or participate in or deal with any other business, or take up consultancy or deal with or enter into any agreement or arrangement with any person that is in the same or similar business in which the company is engaged or seek membership of any local, or public bodies either on honorary or remunerator basis except with the prior written permission of the company.

The Company seeks to safeguard and protect the commercial and business data concerning present Clients and Business Associates and goodwill in the market by suitably advising you and by taking this undertaking that for a period of 3 years from the date of separation / termination from employment, you shall not join or collaborate or associate or assist or deal with in any manner whatsoever directly or otherwise or provide consultancy in any manner to any competitor including Firm or Company or act on their behalf with or without consideration or return or gratis or by way of favour, so that the current business deals and terms are not taken advantage of by any business rival/competitor or firm or Company which is similarly engaged in the business as that of the Shakti Pumps (India) Ltd.. Further, you shall not engage yourself in the similar business as that of the Company or use contact and goodwill of the Company for your personal gain and benefit.


Principal
Shree Umiya Kanya Mahavidyalaya
Rangwasa (Raut Indore (W.P.))


Accepted



5. Termination of Permanent Service

a) The company may terminate your employment without notice if at any time during your employment you are found guilty of (i) any act of disloyalty, commission of an act involving moral turpitude and act of indiscipline or inefficiency, or (ii) willful breach of the terms of this appointment letter, including the Annexure hereof and policies, procedures, declarations, service rules or other rules and regulations including conduct, discipline and administrative orders of the company or (iii) dereliction of duty, or (iv) willful negligence or disobedience of lawful or reasonable orders or instructions or the rules or regulations received by you from time to time, or (v) conduct on or off duty, which is prejudicial to the interest, good name or reputation of the company, or (vi) furnishing or suppressing false material information or declaration.

(vii) 30 days notice period in case if you break the notice period. You are required to pay the balance of the remaining day's equivalent to your gross Salary. If Company chooses to terminate you, then the Company (Shakti Pumps [I] Ltd.) is not liable to pay any amount, without prejudice to its rights aforesaid, in such cases the company reserves the right to seek any other remedy or take any action available to it under applicable law.

In addition, you shall be liable for all losses and damages incurred by company. Company shall have no obligation to you for compensation or salary in lieu of notice period in this instance. For all the above, the judgment of the company will be final and cannot be challenged anywhere.

b) If you absent yourself without leave for either days or remain absent for more than five days beyond the period of sanctioned leave originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your employment without giving any notice unless you return to work within a future period of two days and give an explanation to the satisfaction of the company regarding such absence.

In case of any absence without prior permission or subsequently regularized, you will not be entitled to wages for the absent dates.

c) Your services can be terminated by the company without assigning any reason after giving One month's notice in writing or salary in lieu thereof.

6. Retirement

You shall retire from the services of the company as per prevailing law. The effective date of retirement will be the last day of the month in which you are retiring.

7. Dispute Resolution

Any disputes between the parties which cannot be resolved via negotiations shall be submitted for final, binding arbitration to a sole arbitrator appointed by the Human Resources Department of the Disclosing Party/Employer in accordance with the Provisions Arbitration and Conciliation Act, 1996


Principal
Shree Umiya Kanya Mahavidyalaya
Rangwasa (Rau) Indore (M.P.)

Poonam
Accepted



8. You will be governed by certified standing orders of the company approved by labour dept of M.P.

Wishing you all the best for your new assignment.

Suhra
16.6.18 (3651)
Authorized Signatory

I hereby accept the above terms and conditions.

Poonam Yadav Poonam
Name & Signature:

Principal

Shree Umiya Kanya Mahavidhyala
Rangwasa (Rau) Indore (M.P.)

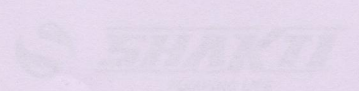
Date:

Poonam
Accepted

	MONTHLY	YEARLY
Basic Salary	10121	121452
Dear Allowance	236	2832
House Rent Allowance	234	2808
Medical Allowance	300	3600
Gratuity	10751	129012
Total	10751	129012

Suhra
16.6.18 (3651)
Approved By

Poonam
Accepted



Principal
Shree Umiya Kanya Mahavidhyala
Rangwasa (Rau) Indore (M.P.)



Annexure 'B'

CTC STATEMENT

A) Name of employee Poonam Yadav
B) Department Production
C) Date of joining 11.06.2018
D) Designation Assistant Technician

PART A			
S.NO	PARTICULARS	MONTHLY	YEARLY
A1	SALARY PAYMENT MONTHLY		
1	Basic Salary	8182	98184
2	House Rent Allowances	200	2400
3	Other Allowances	252	3024
	Gross Salary	8634	103608
4	Companies Cont. to PF	1076	12912
5	Companies Cont. to ESIC	411	4932
	Total(A1)	10121	121452
A2	SALARY PAYMENT ANNUAL		
6	PLI	---	---
	Total(A2)		
	Total(A1+A2)=A	10121	121452
B	ANNUAL BENEFIT		
7	Mediclaime	236	2832
	Total = B	236	2832
C	COMPANIES CONT.TO GRATUITY		
8	Companies Cont. to Gratuity	394	4728
	Total Fixed CTC(A+B+C)	10751	129012

Subin Patel
16.6.18
Approved By (3651)

Poonam
Accepted



Umiya
Principal
Shree Umiya Kanya Mahavidhyalaya
Rangwasa (Rau) Indore (M.P.)

1. You will be Entitled For Insurance Amount Rs 4.00 Lakh (Mediclaime+Personal Accident).
2. You will be Entitled For Subsidized Canteen Facility.
3. You will be Provided Transportation From Indore/Pithampur.
4. Reimbursement is Subject to as per HR Policy.

Pratik Patel
16.6.18

Pratik Patel (3651)

Dy. General Manager-HR

Umiya
Principal
Shree Umiya Kanya Mahavidhyala
Rangwasa (Rau) Indore (M.P.)

Poonam
Accepted

SHAKTI PUMPS (INDIA) LTD.



PUMPING LIFE

CIN No : L29120MP1995PLC009327

Ref: Shakti/HR/9718

Date 11.06.2018.

To,

Ms. Shalu Rathore
H.No.407,Shiv Chouk,Rangwasa,Rau,Indore
453331 Rau .

Sub:Appointment letter

Dear Ms Shalu,

Congratulations!

We are pleased to offer you the position of **Asst. Technician E&C** with effect from **11 06 2018**.

Kindly find here attached as per below -

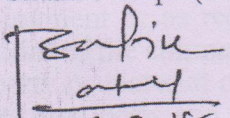
1. Terms & Condition of Employment in Annexure A .
2. Break up Of Compensation in Annexure B .
3. Job Profile (Roles & Responsibilities) With KRA For Current Year (Annexure C & D)

You will be on training/ probation for a period of Six Months and thereafter your appointment shall be confirmed based on your performance. Your initial place of posting shall be at **H.Q - ECP Plant 1191** . However, the Company reserves the right to transfer you at any other Office/Branch, Subsidiary or Associate Company of this organization in India and abroad which is in existence or may in future come into existence.

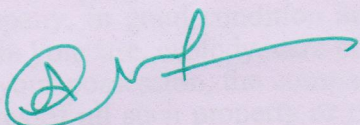
You are hereby required to accept and sign and the said appointment letter . We look forward for work together to build a successful business.

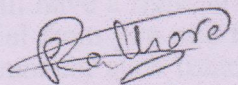
Thanking You,

For Shakti Pumps (India) Ltd.


Pratik Patel (3651)
6.7.18

Dy.General Manager--HR


Principal
Shree Umiya Kanya Mahavidyalay
Rangwasa (Rau) Indore (M.P.)


Accepted

SHAKTI PUMPS (INDIA) LIMITED