



**KEC INTERNATIONAL LTD.**  
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01 August, 2022

To

Utkarsh  
H.NO 87 SECTOR,  
5 OBRA COLONY,  
SONBHADRA - UP

**Subject: Letter of Appointment**

Dear Utkarsh,

We thank you for your interest in seeking a career with our organization and take pleasure in appointing you as **Engineer - Environment (Grade:O2 - Officer)** in the **KEC - EHS - Environment Health & Safety** Department, **KEC - Civil SBU** with effect from 01 August, 2022, on the following terms and conditions.

**1. Remuneration:**

Your Remuneration details will be as per the attached **Annexure - 1**. The emoluments / benefits due to you will be liable / subject to tax in accordance with the provisions, of the Income Tax Act and Rules made there under as also other applicable laws, if any, as may be in force from time to time.

**2. Probation:**

You will be on probation for a period of six months from the date of your joining our organization. Management reserves the right to extend this period at its sole discretion. During Probation, this Letter of Appointment can be terminated, by either side, without assigning any reason, whatsoever, by giving 30 days' notice in writing, or salary in lieu thereof. However, upon receipt of such notice to the company from your end during the probation period, should you request to be relieved within a shorter duration than 30 days, said request is subject to approval by the Company and the Company will be entitled to deduct / recover the remuneration attributable to the unserved notice period from the final settlement amount or alternatively such amount must be paid by you. PL cannot be adjusted to cover the shortfall in notice period. Only upon recovery of the amount for the unserved notice period, as above, the relieving letter shall be issued by the Company.

The salary payable/recoverable for this purpose will be computed on the basis of your last drawn Basic Salary and Customized Allowance Pool (CAP). Unless an order in writing (via letter or