



MAHAVIR SPINFAB PRIVATE LIMITED

MANUFACTURER & EXPORTER OF ALL TYPES OF FABRIC & GARMENTS

Regd. off. G-16, 59/132-A, Old Dal Mandi, Kanpur-208001, India

Email: info@msfgroup.in

Works: Plot No 1082 and 1094, Magarwara, Unnao-209862, India

Ref:

Date: March 24, 2023

LETTER OF APPOINTMENT

Mr. Shivansh Nigam
150, Pili Kothi
Bhainpurwa, Lakhimpur Kheri

Dear Shivansh,

We welcome you to the MSF Group!

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as Textile Graduate Trainee (T.G.T) in our organization with effect from March 24, 2023. The terms and conditions governing your training are given below.

- 1. Training period:** You will be on training for a period of 24 months effective date of starting of this program, which will be indicated to you. The company will incur lot of direct and indirect cost on your training; this investment is for building talented professionals.
- 2. Compensation:** Your total compensation of Rs. 20,000/- (Rupees Twenty thousand only) per month is detailed in the annexure, which is issued along with this appointment letter. The monthly salary will be paid to you subject to deductions as mentioned in the annexure.
- 3. Stability Allowance:** You shall be paid a sum of Rs. 48000/- (Forty Eight thousand only) as stability allowance at successful completion of training of 24 months duration. This is part of your total compensation and accrued at the rate of Rs 2000/- per month for a period of not more than assigned 24 months of training period. As you are aware and agreed upon that in case you leave the Company before the completion of the training; you will not be entitled to the Stability allowance.
- 4. Notice period during training:** The Company reserves the right to terminate the training on grounds of misconduct or breach of the terms and conditions or violation of any rules and regulations or standing order of the Company by giving seven calendar days' notice or with immediate effect.
- 5. Posting:** Initially you will be posted at Magarwara, Unnao. However during the period of training, you can be transferred to any other department any associates company of the group, anywhere in India at other branches. You may also be assigned such other duties at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.
- 6. This training arrangement is subject to:**
 - a) You have secured a certificate of completion as declared by your Institution / University.
 - b) You're being examined & found medically fit.

Shivansh



Mahavir SpinFab Private Limited

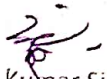
Manufacture & Exporter of all types of fabric & garments

7. Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.
8. In any case, if you want to discontinue the training with the company for the best reason known to you, you are required to request the management or the discontinuation of the training, along with the reasons. The acceptance / rejection of such request are only on the discretion of the management.
9. On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate level as per grade structure depending on suitable opportunities.
10. You will be governed by the rules and regulations applicable to the staff & standing order of the company.
11. This appointment has been made based on the information furnished in your application for the employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is found incorrect or any relevant information has been withheld, then your training is liable to be terminated without notice.
12. By signing this letter, you confirm to maintain the highest order of discipline and you confirm not to share any information in regards to the products or the work of the company and / or its subsidiaries / associate companies to anyone unless stated.

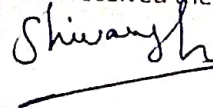
Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

We wish you great learning and a successful training with us.

For Mahavir Spinfab Private Limited,


(Arun Kumar Singh)
VP & Head - Group HR

Accepted and received the copy



Employee Name

Mr. Shivansh Nigam

Designation

Textile Graduate Trainee (TGT)

Department

Marketing & Merchandising


BU

Head Office

Compensation Components	Amount (p.m.)	Amount (p.a.)
Basic	16,000	1,92,000
HRA	2,500	30,000
Conveyance	1,500	18,000
Allowance	-	-
Special Allowance	-	-
Total	20,000	2,40,000
Employee P.F. Contribution	-	-
Employee E.S.I. Contribution*	150	1,800
Insurance Premium Contribution	-	-
Gratuity	768	9,216
Stability Allowance**	2,000	24,000
Net Pay	17,082	2,14,200

* You will be eligible for the benefits under ESI Act 1948.

** A sum of Rs 2000/- (Two thousand per month) is retained as per appointment t&c.


(Arun Kumar Singh)
VP & Group HR Head

Date: March 24, 2023

Accepted by

