

Ref.: JBM-HR-01-02

Date: 14.08.2021

Mr. Subhadeep Mohanty,
At Post Souri, Mahasinghpur,
Cuttak Odisha 754200

Dear Mr. Subhadeep,

Sub: **APPOINTMENT LETTER**

Further to our '**Letter of Intent**' dated **09.08.2021** we are pleased to appoint you in our organization as "**Senior Executive – SCM-Dispatch**" on the following terms and conditions:-

1. Your remuneration will be as listed in Annexure I enclosed. In accordance with the standard practice of the Company, you are expected to treat your remuneration and other terms of employment as confidential.
2. Increments hereafter will be at the sole discretion of the management and will be dependent on (a) your performance as an individual and a team member and (b) the operational and financial performance of your department / company.
3. Your appointment is effective from **13.08.2021**.
4. Initially you will be on probation for a period of six months from the date of your joining our services. Reporting Manager & HR will evaluate your performance during probation period and based on evaluation, this can be extended at the sole discretion of the Management. After successful completion of Probation period, you will get "Confirmation Letter" of the services. In case your performance needs improvement, Management will give you extension of probation period.
5. This employment and its continuance will be subject to your being found medically (Physically and mentally) fit by our Medical Officer and your remaining so during your service. For this, you may be required to appear before a Medical Officer authorized by the Company for medical examination and his / her decision in this regard will be final.
6. In case during the continuance of your employment you are incapacitated by reasons of illness or accident or any other cause, whether within or beyond your control from attending to your duties for a period of three consecutive months or for periods amounting in the aggregate to three months in any one year (not necessarily calendar year), the Management may at its discretion terminate this employment without any period of notice or any payment in lieu of notice.
7. Your continuation in employment will be subject to satisfactory antecedent's verification. If at any time, any declaration given or information furnished by you in your application for your employment or in the forms filled up is found suppressed/ omitted, this employment shall be liable to be annulled at the discretion of the management.