

KENT

**Intelligent Transportation Systems
(India) Pvt. Ltd.**



Before You Think, ITS Done!!

Date- 06/12/2023

To,
Mr. Akshay More
At post: Keloli
Tal- Patan- 415520,
Dist- satara

Subject: - Appointment as **Support Engineer** on Contract Basis.

Dear Mr. Akshay More,

This has reference to your proposal & subsequent discussions with our Deputy Manager. We are pleased to inform you that you are hereby appointed as **Support Engineer** on contract basis at our **DJP Kagal - Satara** Project as per Terms & Conditions discussed and agreed upon as under: -

1. This has reference to the Contract Letter issued to you w.e. f **05.12.2022** to **30.11.2023**. In this connection, please note that your contract period is extended for further one year w.e.f. **01.12.2023** i.e. from **01.12.2023** to **30.11.2024**.
2. Your gross salary will be raised from **Rs. 26,000/- PM** to **Rs. 27,404/- PM** during your contract renewal.
3. On the expiry of your contract period, if you are not issued any letter from company for renewal of your contract period, your contract services shall be deemed to be automatically terminated.
4. Your appointment is for specific project work i.e. **DJP Kagal - Satara** Project after completion of the said project work your contract services shall be automatically terminated.
5. Your service is not transferable.
6. This contract may be terminated by either party giving to each other 15 days written notice in that behalf.
7. You will have to report your day to day work to Support Coordinator (Mr. Nikhil Deshpande) at Head Office.
8. You shall not be entitled to any other rights, privileges or benefits to which an employee in the employment of the company would be entitled to.
9. During your contract with this company you are expected to give to the company your best efforts, attention and commitment.
10. During contract period you will be entitled for 12 days casual/sick leave and this leave may be calculated on pro-rata basis.
11. During the course of your contract with us you will come in possession of the knowledge of the trade and methods of the business. It is essential that you undertake to maintain total secrecy about all information,

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knowledge or such other matters.

12. If your services are terminated by the company due to unsatisfactory performance or any other disciplinary matter or the false information provided by you at the time of joining the company, the company has the right to relive you from company services without notice or payment in lieu of notice

13. You will keep the company informed of any change in your residential address that may happen during the course of contract period with the company.

14. You should strictly adhere to Company's rules & regulations.

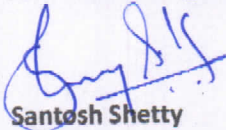
15. Any malicious, derogatory or unnecessary gossiping is against the policy of the company. If

the Management becomes privy to any such activity, suspected employee will be terminated without notice.

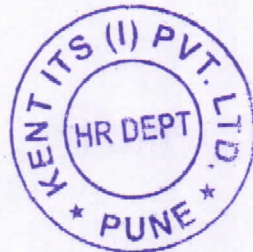
You are requested to attest your signature on this letter confirming your acceptance of the Terms and Conditions of contract.

Yours Truly,

For KENT Intelligent Transportation Systems (India) Pvt. Ltd.


Santosh Shetty

Associate Vice President



**Accepted all Terms & Conditions
Mr. Akshay More**

Annexure-I

Your salary bifurcation is as mentioned as below

Name	:	Mr. Akshay More	
Designation	:	Support Engineer (On contract basis)	
W.e.f.	:	01-Dec-23	
Total Earnings	Basic	:	6,026
	Spl.allowance	:	8,000
	Performance Bonus	:	1,500
	Monthly Variable Pay (MVP)	:	11,878
	Achieved Gross (Total-A)	:	27,404
Cost To The Company	PF 12%	:	1,800
	ESIC 3.25% on Earned Gross (PM)	:	
	Personal Accident Insurance	:	60
	(Total-B)	:	1,860
Total Deduction (Per Month)	PF	:	1,800
	ESIC	:	
	PT	:	200
	Total Deduction	:	2,000
	Net Salary Inhand (Per Month)	:	25,404
		:	
Note:- TDS,PF,ESIC, PT is applicable as per the Govt rules.			

Ashu

