

ACADEMIC YEAR 2022-23
PLACEMENT DETAILS OF B.Tech AGRICULTURAL ENGINEERING
COLLEGE OF AGRICULTURAL ENGINEERING AND TECHNOLOGY
ANAND AGRICULTURAL UNIVERSITY GODHRA

Sr.No.	NAME	REGISTRATION NO	OPTED FOR	CATEGORY OF COMPANY	Company Name	CTC	Student Contact	Email Address
1	Rathod Ronakkumar Khumansinh	3050719026	CAMPUS PLACEMENTS	IRRIGATION	Rivulis Irrigation Pvt. Limited	300000	6356354576	ronakrathod104@gmail.com
2	Khunti karan	3050718017	CAMPUS PLACEMENTS		Rivulis Irrigation Pvt. Limited	300000	6363956566	karankhunti1990@gmail.com
3	Parmar Avinash Sushilkumar	3050718025	CAMPUS PLACEMENTS		Rivulis Irrigation Pvt. Limited	300000	6354869496	avinashparmar57691@gmail.com
4	Makawana shivamkumar rajeshbhai	5050720004	CAMPUS PLACEMENTS		Rivulis Irrigation Pvt. Limited	300000	7573825102	makawanashivam13@gmail.com
5	Lakum Ravikumar Narayanbhai	3050719010	CAMPUS PLACEMENTS		Rivulis Irrigation Pvt. Limited	300000	9723338956	lakumravi7765@gmail.com
6	Vadhiya Jaydipkumar	3050719033	CAMPUS PLACEMENTS		Rivulis Irrigation Pvt. Limited	300000	8156037698	jaydipvadhiya2@gmail.com
7	VARCHAND UMESH MAVJIBHAI	3050719034	CAMPUS PLACEMENTS		Rivulis Irrigation Pvt. Limited	300000	9824780947	uvahir7777@gmail.com
8	Solanki jayendrasinh ganpatsinh	3050719031	CAMPUS PLACEMENTS		Rivulis Irrigation Pvt. Limited	300000	9316068678	sssolanki8560@gmail.com
9	MAKWANA SURYADIP	3050719012	CAMPUS PLACEMENTS		ENERGY	Rivulis Irrigation Pvt. Limited	300000	
				ENERGY	Agriwyz	240000	8000372020	
10	Maru Hardikkumar Pareshbhai	3050719013	CAMPUS PLACEMENTS	IRRIGATION	Kothari Agritech Pvt. Ltd.	240000	9328228101	hardikmaru9063@gmail.com
11	rushabh bodarya		CAMPUS PLACEMENTS		Kothari Agritech Pvt. Ltd.	240000	7984660486	rushabhbodarya108@gmail.com
12	Yadav Ajaykumar Mithleshbhai	3050719035	CAMPUS PLACEMENTS		Kothari Agritech Pvt. Ltd.	240000	8200510069	ay815515@gmail.com
13	Gajera Harsh Nareshbhai	3050719009	CAMPUS PLACEMENTS		Kothari Group (Not accepted by student)	-	9662493506	harshgajera2002@gmail.com
14	Nayan patel	3050718028	CAMPUS PLACEMENTS	FARM MECHANIZATION	Shaktiman Agro Under Process(Final Round)	-	6353959181	np64043@gmail.com
15	Meet Dekavadiya	3050719008	CAMPUS PLACEMENTS	FARM MECHANIZATION	Shaktiman Agro Under Process(Final Round)	-	9537049667	dekavadiyameet2@gmail.com
16	Gohil Hunny Ramsingh	3050718014	CAMPUS PLACEMENTS	IRRIGATION	NETAFIM	294500	7572993100	hunnygohil07@gmail.com
17	PAGHADAR JAYKUMAR CHANDUBHAI	3050719017	CAMPUS PLACEMENTS		Not Placed	-	6354872299	jaypaghadar2299@gmail.com
18	Kalara Jigarkumar Mukeshbhai	5050720003	CAMPUS PLACEMENTS		Not Placed	-	9773185963	jigarkalara45@gmail.com

Total Students Registered 18
Total Students Placed 15
% Placement 83.33333333

Date: 24 Jul 2023

Mr Hunny Ramsingh Gohil
Q no 803 g
5 rasta Parsi colony Freeland gunj
Dahod 389160

Employee No: 3073391
Dear Mr Hunny Ramsingh Gohil

Appointment Letter

We are pleased to appoint you in our organization as Officer S M subject to the following terms and conditions:

1. Your contract will commence from 24 Jul 2023 and expire on 23 Jul 2024 during which you will render services to our Client Netafim Irrigation India Private Limited at their premises subject to the terms and conditions of the engagement letter executed by you on 24 Jul 2023 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

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make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

9. The salary payout will be made latest by 9th of the following month.
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.
12. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.
13. The nature of your relationship with TeamLease will be that of contract of service from 24 Jul 2023 to 23 Jul 2024 . Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
14. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/- (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal basis your career interests. Additionally on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
15. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade secrets, inventions, products detail, know-how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other than our client. This Non-Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.
16. This appointment letter shall be co-terminus with the agreement we have with our client.

"Recovery of Training investment in case of separation within 1 Year:

In addition to your qualification and experience, the Client will be required to train you to deliver better results in the job on the various aspects, practices, processes and quality parameters that the Client' team has acquired over last 50+ years. This is a sizable investment in you as resource in terms of the time, efforts and other expenses that are incurred while imparting training to you. As a reciprocation to these training efforts & investment, our Client (Netafim) expects you to work with them through TeamLease for at least 1 year period from the date of your joining. In case you decide to move ahead for a different career path within this time, you will be required to pay Rs. 50,000/- (Rupees Fifty Thousand Only) only as a token recovery against the total investment that would happen on you as a resource".

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send the signed acknowledgement to our Bangalore Address mentioned below. In case we do not receive your



acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed

(Authorized Signatory)

Signature and date:
Name: HUNNY RAMSINGH GOHIL

Salary Annexure

Employee No: 3073391

Particulars	Amount
Basic	9800
House Rent Allowance	4900
Employer PF Contribution	1800
Insurance	837
Works Allowance	6175
Statutory Bonus	956
Employee Compensation	32
TotalAmount	24500
Amount In Words(Rs)	Twenty Four Thousand Five Hundred Rupees

Net Pay Annexure

EARNINGS	Amount
Basic	9800
House Rent Allowance	4900
Works Allowance	6175
Statutory Bonus	956
Gross Earnings	21831
DEDUCTIONS *	Amount
Employee PF	1800
Professional Tax	200
Total Deduction	2000
Net Salary	19831

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961

** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

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Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : <https://tconnect.teamlease.com/Learning> The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace

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TeamLease Services Limited., CIN No. L74140KA2000PLC118395
Ascent Building , # 77, Koramangala Industrial Layout, Jyothi Nivas College Road, Koramangala , Bangalore-560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com

KAPL/07/2023/APP/10

Date: 01-Jul-2023

Private and confidential

Mr. Yadav Ajaykumar Mithleshbhai

Appointment Letter

Dear **Mr. Yadav Ajaykumar Mithleshbhai**,

Congratulations and Welcome to Kothari Agritech Pvt. Ltd.!

We are pleased to appoint you to the position of “**Engineer – Sales and Marketing**” on payroll of Kothari Agritech Pvt. Ltd, Mohol effective from **01-Jul-2023** on the following terms and conditions:

1. Probation Period

- With effect from **01-Jul-2023** you will be placed on probation for a period of 6 months from the date of your joining. The above probationary period may be extended for another 3 months.
- On expiry of the above probation period or including the extended period thereof, you will continue to be on probation unless confirmed in writing.
- During your probation, your performance period will be under scrutiny / assessment by the management. If during the probation period, the management is not satisfied with your ability or performance your services can be terminated without any notice or without stating any reason.
- After the probation period, your performance or ability is found to be satisfactory as per the management of the Company, you will be confirmed in writing in the **Engineer – Sales and Marketing** position.

This is a highly confidential document hence you are requested not to disclose it to anyone else.

KOTHARI AGRITECH PVT. LTD.

Registered Office : 8516/11, Level 3, Sun Plaza, Subhash Chowk, Murarji Peth, Solapur- 413 001 (MH)
Corporate Office : Ramsukh House, 203, Level 2, Near Thube Park, Ganesh Khind Road, Shivaji Nagar, Pune – 411 005, (MH)
enquiry@kotharigroupindia.com | www.kotharigroupindia.com | CIN : U25203PN2009PTC135094



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2. Salary

- You will be entitled to consolidated salary of Rs. 232776/- CTC per year. (Subject to taxes as applicable) The details of the salary as per the component is enclosed herewith and marked as Annexure- I.
- You will be paid salary / wages for working days along with weekly off .If needed; you will be called on duty on weekly off as per the Companies requirement.

3. Place of work

Your primary work area will be **Bayad (GJ)**. However, you are aware that you can be transferred to any other place as per the company's requirement whether in town / out of town, in city / out of city and / or anywhere in India. Your services will be at the assigned place for a stipulated period only and thereafter you might be placed for a job as and when required by the company. In case, there is no work, your service/s will not be required.

4. Transfer

Depending upon your exigencies of business you may be transferred by the Company in any capacity as the Company may desire from time to time, from

- one location to another
- one department/account/function to another
- one job to another

You agree that the Company can transfer you anywhere in India or abroad to any of the parent Company's Subsidiary Companies, Joint Ventures, Associates & Sister Companies, etc., as per the business needs. You will not have any right to ask to revise your salary or other terms or conditions as and when you are transferred from one job/place/location/department to another. You will be required to comply with all the rules and regulations as the Company may frame from time to time and from place to place.

5. Working Hours, Holidays and Leaves

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You will observe the working hours, holidays and leave rules as per the service rules applicable to your category of employees.

6. **Gratuity and Other Government compliances**

For gratuity or any government rules compliance applicable to your category of employees, your date of joining will be considered as **01-Jul-2023**.

7. **Past Record**

If any declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any materials/information/details, you will be liable to remove you from the services without any notice or compensation whatsoever.

8. **Confidentiality**

CONFIDENTIALITY AGREEMENT IS ATTACHED ALONGWITH THE APPOINTMENT LETTER.

- You will not at any time disclose to a third party any of the Company's confidential technical information or any information concerning the business of the Company and its parent affiliated Companies, which you may come to know during your services with the Company.
- You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

9. **Code of Conduct**

Kothari Agritech Pvt. Ltd. prides itself as a Company with the highest order of ethical conduct in its dealings with employees, customers, suppliers, agents and governments. As part of your employment agreement with the Company, it is important that you understand this philosophy and policies governing it.

10. **Safety Policy**

As part of the Company, you will be required to adhere to the Road Safety Rules, which are:

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- Wearing a helmet while riding and/or pillion on a two wheeler.
- Wearing a seatbelt while driving a four wheeler.
- Will not talk on the cell phone while riding or driving.
- Not driving/riding under influence of intoxicating liquor or drugs.
- The Company will not be held liable to pay for the accident, injury/injuries or other expenses with regards to the accident in case the road safety rules are not adhered / followed.

11. Notice Period

The notice period for releasing your services from the Company would be **45** calendar days or **45** day's basic salary in lieu of the notice period. For reasons other than breach of contract or for cause, where termination may be without notice, the Company will give you thirty day's basic salary in lieu of the notice period.

12. Termination or Resignation

- This agreement shall terminate upon your death and/or for cause. Cause meaning as follows:-
- If any act of dishonesty, fraud, misappropriation, embezzlement or similar conduct against the Company, its parent, sister and affiliated companies,
- The commission of any act resulting with you into disrepute,
- Inability to perform duties at minimum expected levels / criteria as set by the management,
- Inability to perform duties due to medical reasons,
- In the event of unauthorized leave,
- Inability to produce relevant documents related to education and your past employment as agreed upon within the time line after joining.
- On termination of your employment by the Company and/or your resignation, you will immediately return all the tools, accessories, formulae, documents, specifications, books etc. of whatsoever nature in your custody, care of charge to the Company and obtain a clearance certificate from the relevant person/Sales & Marketing/dept.; on production of which if any dues will be settled by the Company. On termination of your

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employment by the Company and/or your resignation before completing 24 months of service, you will have to refund the Company all or any expenses incurred by the Company on account of your joining/relocation

13. Retirement

Your age of retirement from the services will be on completion of fifty-eight years. However, you may be retired at any age before fifty eight years during your services in the Company if

You are unable to continue the services satisfactorily due to any form of physical or mental infirmity or not able to perform the given work. The actual date of retirement will be the last working day of the calendar month on which your 58th Birthday falls.

14. Other Terms and Conditions

- You will be a Full time employee and will not take any other business, work or public Sales & Marketing on payment or otherwise except with the written permission of the management.
- You will not take up any other employment or assignment or any Sales & Marketing, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.
- You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
- Whenever there is a change in your personal information, you shall notify the Human Resource department of the Company in writing within three days.
- Your monthly remuneration will be paid to you through a bank transfer on your request.

If you are guilty of misconduct including dishonesty, absence without leave for five days without intimation, disobedience of lawful orders or instruction or any conduct calculated to bring the company or its employees into disrepute, you may be discharged immediately without any notice.

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- In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the appointment with the Company and/or as may be amended or alerted from time to time at the discretion of the Company will also apply to you.
 - Please confirm the above terms and conditions of this employment letter are acceptable to you and that you accept the appointment and employment by signing the duplicate copy of this letter as a token of your acceptance and return it to us immediately.
 - We look forward to working together to build a successful business and career.
- Read over and understood in English, Hindi & Marathi.

Thanking you,

For Kothari Agritech Pvt. Ltd.

I Agree


Authorized Signatory

Mr. Yadav Ajaykumar Mithleshbhai

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HARI AGRITECH PVT. LTD.

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Reference: KAPL/HR/Sales and Marketing GJ /APP/8081/01-Jul-2023
ANNEXURE A

Emp. Name: Yadav Ajaykumar Mithleshbhai
Emp. Code : 8081

No.	Salary Component	Designation: Engineer Department: Sales and Marketing (In ₹ Per Month)	
A Salary (Part A)			
	Basic Salary		10000/-
	House Rent Allowance		5000/-
	A. Bonus		833/-
	Washing Allowance		1000/-
	Meal Allowance		195/-
	Fuel & Maint Allowance		0/-
	Special Allowance		0/-
	Outstation Allow		0/-
	Adhoc Allowance		0/-
	Driver's Allowance		0/-
	Total (A) Gross Salary		17028/-
B Reimbursement (Part B)			
	Medical Allowance		0/-
	Bonus		0/-
	Leave Travel Allowance		0/-
	Total (B)		0/-
C Benefits (Part C)			
	Company's P.F Contribution		0/-
	PF Admin Charges		0/-
	EDLI #21		1200/-
	Company's ESIC Contribution		50/-
	Gratuity		50/-
	Statutory Bonus (As per applicability)		553/-
	Personal Accident Insurance		483/-
	Total (C)		0/-
	Cost To Company (Monthly) (A+B+C)		34/-
D Variable Performance Incentive (Part D)			
	Variable Performance Incentive (Paid Annually)**		2370/-
	Total (D)		19398 /-
	Cost To Company (Monthly) (A+B+C+D)		2316/-
	Annual Cost To Company (A+B+C+D)		2316/-
			21714/-
			260568/-

Note: -1) LTA will be paid after confirmation on year basis. 2) Reimbursement of Medical Expenses will be done after Confirmation, against periodical claims as per the policy in force 3) Gratuity will be paid as per the Provisions of The payment of Gratuity Act, 1972. 4) Payment of Salary, reimbursement, benefits and allowance shall be subject to provision of Income Tax and other act (s) as applicable. ** 5) Variable Performance Linked Incentive payable once in a year based on achieved annual performance against target as agreed by you at the time of personal (interview / AOP). VPI is calculated as per T&C of incentive policy, on pro-rata basis if achievement is below 100% & must be above 80%. Subject to applicability TDS will be deducted on VPI payout. All rights reserves to company.

For, Kothari Agritech Pvt. Ltd.

HR Head

Accepted By

Yadav Ajaykumar Mithleshbhai, 8081

C: 2366 -

M: 4382 -

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Candidate Confirmation Letter.

REF: - D:\MN Sustainable Energy\Other Data\Member Data\22-23\Sales & Marketing\Makwana
Suryadip\Appointment Letter for Year 2022-2023/01.

Date: - 25/03/2023

From,

MN Sustainable Energy Pvt Ltd (Agriwyz)

To,

Mr Makwana Suryadip.

LETTER OF APPOINTMENT PROBATIONARY PERIOD

Dear **Mr Makwana Suryadip,**

Regarding your application and relying upon your representations, the information provided by you and subsequent interactions you had with us, we are pleased to offer you employment in our Company on the following terms and conditions:

Definitions:

"Company" means MN Sustainable Energy Private Limited

"Agriwyz" means MN Sustainable Energy Private Limited

"The Agreement" or "this Agreement" means this Letter of Appointment signed by you as a token of your acceptance provided on Page 4 together with all annexures and schedules which form an integral part of the Agreement.

"The Policy" means human resource Policy of Company covering inter alia, remuneration, attendance, insurance, travel, end of service benefits and other benefits as amended from time to time and made available to employees or otherwise.

I. DESIGNATION, DEPARTMENT & LOCATION:

- i. Your designation shall be **Jr. Sales & Marketing Executive** for the **Sales and Marketing Department** of the company and under Employee Grading **Level E1. Kindly report to Mr. Keyur J Nanavati (Director).**
- ii. Your initial place of posting is at **Agriwyz for Bhavnagar and Amreli District- saurashtra** or such other location/premises as the Company may require from time to time whether on a permanent or temporary basis. You shall work under the supervision and control of such persons as decided by the Company from time to time. You shall work faithfully, sincerely, diligently, and efficiently to the best of your ability under instructions of superiors and policies of the Company and make best efforts to use your knowledge and skill for the benefit of the Company. The Company expects the highest level of honesty, integrity, and efficacy from you in business as well as personal dealings.
- iii. Your working hours shall be **always 9:30 am to 7:00 pm** be governed by the Policy of the Company. From the date of joining your working days shall be 6 days per week, but it may vary according to work and as per policy of company.
- iv. You shall carry out such duties and functions (consistent with your position) and will be required to undertake any additional duties as the Company may reasonably require from time to time.

MN Sustainable Energy Private Limited, CIN: U41000GJ2020PTC114968

4th Floor, 451, Green Palladia, Palanpur Road, Surat-395009, Gujarat, India.

+91 87993 48904

www.agriwyz.com

info@agriwyz.com

2. SCOPE OF WORK:

- i. Develop sales and marketing strategy for B2B and Corporate sector
- ii. Conduct research to identify new markets and customer needs
- iii. Arrange business meetings with prospective clients
- iv. Approach Businesses who are already working with Farmers and who are into agriculture field like Pump dealer, Motor Starter dealer, Distributor of Micro Irrigation System etc
- v. Develop B2B network for Agriculture Sector
- vi. Develop Dealer Network with in Bhavnagar and Amreli District- saurashtra Gujarat
- vii. Execute the demonstration of product on the field
- viii. Develop more profitable Dealers to enhance business
- ix. Schedule appointments and demos for clients
- x. Follow up for payment

3. MEDICAL FITNESS:

The Company holds the discretionary authority to ask you to undergo a complete medical fitness examination at any time during your employment with the Company. After joining the Company's roll, your retention in the Company's services will be subject to you maintaining yourself in a state of medical fitness, to be certified by the Company's medical authority as per medical fitness standards prescribed from time to time.

4. PRIOR WORK:

Subject to any obligation of confidentiality that you may have to former employers, you will make available to the Company and all information of which you have knowledge at present and in future and which you have a reasonable belief is or would be relevant to the Company's / Companies' business.

5. PROPRIETARY INFORMATION AND INVENTIONS ASSIGNMENT:

By accepting this Letter of Appointment, you hereby agree that you shall adhere and abide by the provisions of Annexure titled "Proprietary Information and Inventions Assignment" attached hereto as **Annexure C**

6. INTELLECTUAL PROPERTY RIGHTS:

Nothing in this Agreement gives you any right, title, or interest in any of the trademarks, patents, confidential information, copyright or other intellectual property belonging to the Company.

7. TERMS AND CONDITIONS OF EMPLOYMENT:

The terms and conditions governing your employment with the company is more particularly described in **Annexure B** hereto.

8. MISCELLANEOUS:

i. This agreement:

- a) Shall to such extent as is fit and proper, survive your employment by the Company.
- b) Inures to the benefit of successors and assigns of the Company and is binding upon your heirs, executors, administrators, and legal representatives.
- c)

9. GOVERNING LAW:

This Agreement shall be governed in all respects by the laws of the Republic of India.

10/1/17

10. SEVERABILITY:

If any clause, sub-clause or provision of this Agreement, or the application of such clause, sub-clause, or provision, is held invalid by a court of competent jurisdiction, the remainder of the Agreement and the application of such clause, sub-clause, or provision to persons or circumstances other than those to which it is held invalid shall not be affected. Moreover, if a court of competent jurisdiction deems any provision under this Agreement to be too broad in time, scope, or area, it is expressly agreed that such provision shall be reformed to the maximum degree that would not render it unenforceable and achieve the same effect as the original provision.

11. WAIVER; AMENDMENT; MODIFICATION:

- i. The waiver by the Company of a term or provision of this Agreement or a breach of any provision of this Agreement by you, shall not be effective unless such waiver is in writing signed by an official authorized by the Company on this behalf. No waiver by the Company of, or consent by the Company to, a breach by you will constitute a waiver of, consent to or excuse of any other or subsequent breach by you.
- ii. This Agreement may be amended or modified only with the written consent of both the Company and you, save and except any modification to the Agreement consequent to any change in the Policy or other applicable policies of the Company which shall not require your prior written consent. No oral waiver, amendment, or modification shall be effective under any circumstances, whatsoever.

12. COUNTERPARTS:

This Agreement may be executed in two or more counterparts, each of which shall be deemed an original and said counterpart shall together constitute but the same agreement binding upon both, you and the Company.

13. CERTIFICATION:

- i. You hereby certify and acknowledge that:
 - a) All information provided to the Company during your evaluation such as your application, educational qualification certificates, work experience credentials etc. are true and complete and you have not withheld any information. You agree that the Company reserves the right to carry out extensive background checks to validate your representations and complete and you have not withheld any information. You agree that the Company reserves the right to carry out extensive background checks to validate your representations and information provided by you such as educational qualifications, work experience credentials etc. Such background checks may be carried out by us at any stage (including after your joining/leaving the Company) either by the Company or through external agencies appointed by it.
 - b) You have carefully read all the provisions of this Agreement and that you understand and willfully and faithfully comply with such provisions.

14. ASSIGNMENT:

The Company shall alone be entitled to assign this agreement or any rights or obligations hereunder without your consent to any of the agency or placements. This Agreement is personal to you and you shall have no right to assign your duties, responsibilities and obligations herein to any third party. You acknowledge and agree that your services are transferable to any other place of business of the Company or your services may be assigned to any of the Companies at any location, whether in India or abroad.

15. ENTIRE AGREEMENT:

This Agreement along with the Annexures attached hereto, constitute the complete Agreement and sets forth the entire agreement and understanding between the Company and you relating to the subject matter hereof and supersedes and merges all prior discussions.

16. **EFFECTIVE DATE:**

This Agreement shall be effective as of the first day of your employment with the Company, namely **MN Sustainable Energy Private Limited**, on **1st June 2023**

17. **INCREMENT POLICY**

On the closure of the financial year appraisal form must be submitted which will be given grades (Grading System) by the management which will decide the increment on performance and other curricular activities including character, culture, obedience, hard work and contribution towards the company. Where the increment category will be as follow:

- a) Excellent - 15 % Hike
- b) Very Good - 12% Hike
- c) Good - 10% Hike
- d) Satisfactory - 8% Hike
- e) Average - 4% Hike (with 3 Month Improvement Probation Notice)

Note: If the joining date of company is in first 6 month of any financial year above mentioned increment policy shall be applied in that financial year but if the joining date of company is in last 6 month of any financial year increment policy shall be considered in next financial year.

18. **WFH (WORK FROM HOME) POLICY:**

WFH Policy will be designed for eligible staff if any pandemic or Govt circulars arises which will lead to modification of Annexures i.e CL, SL or PL policies which will be informed on prior notice. Candidates have to agree to the same.

YOU CONFIRM THAT YOU HAVE READ THIS AGREEMENT ALONG WITH THE ANNEXURES CAREFULLY AND UNDERSTAND ITS TERMS.

Kindly return us the duplicate copy of this letter duly signed by you as a token of your acceptance within 7 (seven) days hereof.

We take this opportunity to wish you a long, happy, and mutually beneficial association with the Company.

Yours faithfully,

For MN Sustainable Energy Private Limited,


25/03/2023
Digital Signature

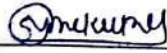
(Keyur J Nanavati)

(Director)

Acceptance

I have read and understood the terms and conditions mentioned in this letter of appointment and I hereby confirm unconditional acceptance of the same.

Employee Name: **Mr Makwana Suryadip**

Signature 
Department _____
Date 25 - 03 - 2023

ANNEXURE A

You shall be paid the following amounts on a monthly basis on before fifteenth day of the following month and this salary structure is valid for probation period. 3-month Probation Period Salary.

COMPENSATION (PAY, PERQUISITIES & ALLOWANCES)

Sr. No	Pay & Allowances	Amount in Rupees
1.	BASIC	22,500.00
2.	HRA	9,000.00
3.	CONVEYANCE	2,250.00
4.	EDUCATION	2,250.00
5.	MEDICAL	2,250.00
6.	TELEPHONE	2,250.00
7.	SPECIAL	2,250.00
8.	BONUS	2,250.00
	TOTAL CTC	45,000.00
	Extra Performance Bonus	15,000
	Total 3-month Salary	60,000

CTC in words: Rupees forty-five thousand Only

Note:

- 1) The Above Compensation & Benefits will be subject to the prevailing Income - Tax rules. Accordingly, the applicable deductions will be on your account.
- 2) Travelling allowance extra. (At per Actual)
- 3) Once you reach your target, you will receive a performance bonus. When you join, your target will be disclosed during training.
- 4) All statutory and other deductions as per company rules will be on your account.
- 5) The Company reserves the right to make changes in the structure of the compensation package at any time at its sole discretion.
- 6) Payment of Gratuity / LTA will be subject to/as per applicable law & Company Policy.
- 7) Professional tax and other taxes shall be deducted as per government norms.
- 8) Apart from CTC incentive shall be time to time basis as per performance of company.

- AgriWyz
- 9) Once you reach your target, you will receive a performance bonus. When you join, your target will be disclosed during training.
 - 10) You'll be made permanent after three months, at which point you'll receive a new pay package based on how well you've performed.

We would like to express our appreciation for the support and cooperation extended by the college in facilitating the interview process. We would also like to extend our gratitude to the members of the search committee for their time and effort in identifying the final candidate.

Thank you once again for your assistance, and we look forward to working with Mr Makwana Suryadip in the near future.

For MN Sustainable Energy Private Limited,

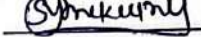


25/03/2023
Digital Signature

(Keyur Nanavati)

Employee Name: Mr Makwana Suryadip

(Director)

Employee Signature: 

ANNEXURE B

(Terms and Conditions)

1. NO CONFLICT OF DUTIES:

- i. You acknowledge and agree that during your employment, you shall come, into possession of the trade secrets, business-sensitive information and other proprietary and confidential information of the Company which can be used to obtain an unfair advantage against the company even after the termination of your employment with the Company and prove detrimental to the legitimate business interests of the Company.
- ii. In consideration of the foregoing, you agree that during the term of your employment and for six (6) months immediately following the expiration or earlier termination of employment, you will not act as an agent for, or as an officer, employee or another representative of or enter the employ of the Company's Competitor or render services or provide products that may be construed to be the same, substantially similar or identical, or compete, directly or indirectly, with the services rendered or products offered by the Company within India or elsewhere in the world. For this clause, "Company's Competitor" means a person or entity which during the term of your employment with us is engaged in or decides to engage in the business carried out by the Company, within the territory of India/elsewhere in the world.
- iii. You hereby agree that during the term of employment and for six (6) months immediately following termination of employment, you agree not to solicit, induce, hire or encourage or cause others to solicit, induce, hire or encourage any employee or supplier or the customer of the Company to terminate or breach an employment, contractual or other relationship with the Company.
- iv. Unless otherwise approved by the Company in writing, you shall not during the term of your employment, undertake any other employment or enter into any other type of association anywhere else, even on a part-time basis, whether for any consideration or not. Contravention of this rule will be deemed as voluntary termination by you with effect from the date that the

Company becomes aware of such contravention, without the required notice having been given to the Company and the Company shall not be liable for payment of any compensation or benefits to you from the effective date of termination.

2. TERM:

i. For Staff -

You shall be on **probation for 3 (Three) months** from the effective date of the agreement. At any time during the Probation Period, either party can terminate the employment contract by giving written notice of 30 days or relevant salary in place of the notice period. The Probation Period may be extended by a further period of 6 (six) months at the Company's sole discretion. At the end of the initial Probation Period or extended period thereof, provided your services and conduct is found satisfactory and this Agreement has not been terminated, the company may in its sole discretion confirm your employment.

For the avoidance of doubt, this clause 2i shall not apply to employees in the position of 'General Manager' and above.

ii. For Trainee -

a. Training Period

You will be on training for 1(one) year from the Effective Date. At any time during the Training Period, the Company can terminate your employment without notice and without assigning any reason. The Training Period may be extended by a further period of six months at the sole discretion of the Company

b. Probation Period

At the end of the Initial Training Period or extended period thereof, provided your services and conduct have been found satisfactory and the Agreement has not been terminated, the Company may in its sole discretion, place you on probation for a period of (6) six months from the date of completion of the initial training period or extended Training period. At any time during the Probation Period, the Company can terminate your employment without notice and without assigning any reason. The Probation Period may be extended by a further period of six months at the sole discretion of the Company.

c. Confirmation of employment

At the end of the initial Probation Period or extended period thereof, provided your services and conduct has been found satisfactory and the Agreement has not been terminated, the Company may in its sole discretion confirm your employment. For the avoidance of doubt, all the terms and conditions contained in this Agreement including your compensation and benefits shall continue to apply on the confirmation of employment unless otherwise stated in your confirmation letter.

3. RETIREMENT:

You shall retire from the services of the Company on your attaining the age of Sixty years unless the Company notifies otherwise (Sixty-two for President & above).

4. COMPENSATION:

i. During the term hereof, you will be paid the compensation specified in **Annexure A and Special Condition** hereto be subject to deduction of applicable taxes at source. You will be granted additional benefits, allowance, commission, or payments as per **Annexure A and special condition** hereto and shall be governed by the Company's rules, statutory provisions, and Policy in force from time to time.

ii. Your remuneration package is the confidential information of the Company and you shall not discuss such information with or divulge the same to anyone in any manner. The review of your

placement in terms of designation and emoluments will be according to the Policy. The emoluments shall be based upon milestones to be determined by the Company. Your salary structure may be altered or modified at any time at the sole discretion of the Company.

- iii. You are eligible for travel/food allowances if you visit customers or for training outside the HO region on eligibility criteria. A Reimbursement form is to be submitted for the claims.
- iv. LTA (Leave Travel Allowance): - LTA will be applicable for employees under category M2 and above. This Leave Travel Allowance (LTA) can be claimed when an employee goes on a vacation and submits the actual bills to the employer and the amount claimed will be considered under Nontaxable/Taxable as per current governing rule. Its managements call to decide unclaimed LTA at the end of the fiscal year.

5. TRANSFER:

Your services shall be liable for transfer to any of the Company's other branches, offices, project locations, divisions, units, departments at any time, and anywhere in India or abroad, upon written notification of the same given by the Company, or for deputation to any of the Companies to be posted at any of their offices, project locations, divisions, departments, etc. In the event of such a transfer or deputation, details of the terms and conditions including modifications, if any, in your emoluments, etc., shall be communicated to you in the written notification of such transfer or deputation.

6. EMPLOYEE POLICIES AND PROCEDURES:

You will be entitled / eligible for Leave as per Annexure D, Bonus, and other benefits as per the Policy. You shall be required to comply with the Policy as it may change from time to time and is available on the Company's intranet and other publications that may be provided to you. Non-compliance with any of the terms of the said Policy or other applicable policies shall be construed as a violation, and your employment may be terminated at the sole discretion of the Company under clause 9iii of Annexure B to the Agreement. All the rules and regulations of the Company (as well as practices) as enforced from time to time in respect of matter not covered by this Agreement and all modifications or alterations made by the Company to the Company's policies will apply to you. The Company's | Companies' decisions on all such matters shall be final and binding on you.

7. DISCIPLINARY ACTION:

You shall be liable for the disciplinary action such as warning, suspension, discharge, dismissal, or termination for unsatisfactory performance, causing damage / financial loss to the Company / Companies, indulging in unethical practices, committing a breach of terms of this Agreement, misconduct including, but not limited to, irregular attendance, absence without prior intimation, misbehavior's or any act like theft, misappropriation or embezzlement of funds, dishonesty, immorality, conviction under any law of the land, falsification of documents I records, or giving of false information in Bio-data or information given under any other title, any violation of the applicable policies of the Company, or any such other act, deed or thing which the Company may decide to be inappropriate for the functioning of the Company as an organization.

8. NO VIOLATION OF RIGHTS OF THIRD PARTIES:

You hereby represent and warrant that your performance of all the terms of this Agreement as an EMPLOYEE of the Company does not and shall not breach any agreement to keep in confidence, proprietary information, knowledge, or data acquired by you before your employment with the Company, and you will not disclose to the Company or induce the Company to use, any confidential or proprietary information or material belonging to any of your previous employer or others. You hereby represent and warrant that you are not a Party to any other agreement, arrangement, contract, understanding, court order or otherwise, which will in any way, directly or indirectly, restrict or prohibit you from fully performing the duties of employment or interfere with your full compliance

with this Agreement. You agree not to enter into any agreement, whether written or oral, in conflict with the provisions of this Agreement.

9. TERMINATION:

- i. Either party may, at any time after confirmation of employment under terms of appointment, terminate terms of appointment, by giving prior written notice of 2 (Two) months / 60 days. In the event of employee giving notice of termination, the Company may at its sole discretion waive the requirement of two months' notice period and terminate his / her employment with effect from the date of receipt of the notice of termination or such later date during the continuance of the notice period as the Company may deem fit. The Company may in its sole discretion decide whether the notice period shall run concurrently with the period of any leaves that may be granted to you. The Company shall be entitled to utilize any accumulated leave balance against such notice period that has been waived off by the Company.
- ii. In the event the Company terminates your employment, the Company may at its discretion terminate the Agreement and your employment with effect from the date of notice of termination or at any time during the notice period on payment of proportionate basic salary for such part of the notice period for which the Company fails to give the prior written notice.
- iii. In addition to the Company's right to terminate this Agreement under the above clauses and clause 2 of this Annexure B above, the Company shall have a right to terminate your employment forthwith without notice and payment of any compensation in place of the notice period for such termination, if:
 - a) You have breached or attempted to breach the Company's Policy or any other applicable policies, procedures and rules and regulations;
 - b) You have failed to perform your services under this Agreement to the reasonable satisfaction of the Company;
 - c) You have engaged or attempted to engage in any corrupt or unethical practice;
 - d) You have breached or attempted to breach any obligation under this Agreement including the breach of obligations contained in Annexure B.
 - e) You are involved in/ accused of/ convicted by any court or tribunal of the commission or attempt to commit an offence under the applicable laws.
 - f) You are involved in/ accused of/ convicted of the commission of an offence or act involving moral turpitude.
- iv. In the event of termination of the Agreement for any reason other than for reasons listed in clause 9.iii. (a), 9.iii. (c), 9.iii. (d), 9.iii. (e) and 9.iii (f) above, the full and final settlement of all dues shall be made under the Policy applicable to you at the time of termination. Provided that in case of termination for reasons listed in clause 9.iii. (a), 9.iii. (c), 9.iii. (d), 9.iii. (e) and 9.iii (f), the Company shall be liable to withhold the full and final settlement of the dues payable to you effective from the date of the termination.

ANNEXURE C

CONFIDENTIAL INFORMATION AND WORK PRODUCTS ASSIGNMENT

1. PROTECTION OF CONFIDENTIAL INFORMATION:

- a) You will protect and keep confidential all nonpublic information that you learn in connection with your employment with the Company (referred to as "Confidential Information"). Confidential Information includes, but is not limited to, all information concerning the Company's | Companies' business, their clients, their employees and material nonpublic information about publicly traded securities, including without limitation all information which you learn in connection with your employment with the Company regardless of how it has been furnished (whether written or oral), including, without limitation, (i) technical information; (ii) commercial information; (iii) business, financial, and operational information; (iv) notes, analyses, compilations, data, models, studies, reports or other documents or records which contain, are based on, or otherwise reflect or are generated in whole or in part from such information; (v) any other information which the Company considers to be confidential and which is identified by the Company as confidential, or which might fairly be considered to be confidential and which may be furnished by the Company to you during the period of this Agreement, whether directly or indirectly, to you in connection with this Agreement or the services, regardless of whether marked as "confidential", "restricted" or other similar designation and (vi) confidential or proprietary Information received by the Company from third parties.
- b) Notwithstanding the other provisions of this Agreement, nothing received by you will be considered to be Confidential Information if (i) it has been published or is otherwise readily available to the public other than by a breach of this Agreement; (ii) it has been rightfully received by you from a third party without confidential/proprietary limitations; (iii) it has been independently developed by you or by your agent having no access to Confidential Information; or (iv) it was known to you before its first receipt from the Company | Companies.
- c) You will use Confidential Information only for purposes of your employment with the Company. You will not disclose Confidential Information to any person except only to those who have a need to know it and who have permission to receive it. You will take special care in public places (e.g., restaurants, airplanes, elevators) to ensure that even casual conversation or inadvertent displays of written material do not lead to the disclosure of any Confidential Information. You will not remove materials containing any Confidential Information from the Company's premises without appropriate permission.

2. ASSIGNMENT OF WORK PRODUCT:

- a) You hereby assign all rights, title and interest in and to such Work Product to the Company. You will execute documents and perform other acts at the Company's request (during or after the term of employment) to establish or preserve the Company's ownership of the Work Product. "Work Product" means all materials and forms of intellectual property developed in the course of employment, whether individually or jointly with others, whether or on Company's premises or not including (i) patents, patent applications, patent disclosures and inventions (whether patentable or not), (ii) trademarks, service marks, trade dress, trade names, logos, corporate names, internet domain names, and registrations and applications for the registration thereof together with all of the goodwill associated therewith, (iii) copyrights and copyrightable works (including mask works) and registrations and applications thereof, (iv) computer software programs (including source code and object code), data, databases and documentation thereof, (v) trade secrets and other confidential information (including ideas, formulas, improvements, know-how, techniques, R&D, specifications, drawings, flowcharts, programmer notes, designs, design rights, developments, plans, business plans, proposals, technical data, financial and marketing plans and customer and supplier lists and information), (vi) waivable or assignable rights of publicity, waivable or assignable moral rights and all other forms of intellectual property, and (vii) copies and tangible embodiments thereof (in whatever form or

medium) All Work Product is meant to be the sole and exclusive property of the Company and all of your right, title and interest in and to any Work Product shall stand assigned to the Company. The Company shall be entitled to obtain and hold copyrights, patents and other similar protection for such Work Products in its name. You will execute documents and perform other acts (including after the term of employment) at the Company's request to establish or preserve the Company's ownership of the Work Product

- b) You agree that you will promptly disclose to the Company, fully and in writing, all Intellectual Property rights authored, conceived or reduced to practice by you, alone or jointly with others, during the period of your employment with the company and the three months after the last day to your employment with the Company. In addition, you will promptly disclose to the Company all patent applications filed by you or on your behalf within one year after termination of your employment with the Company unless such patent applications are filed by the Company.
- c) During and after the term of your employment, you shall assist the Company in every proper way to obtain and enforce rights relating to the protection of the Company's inventions/Work Product in any or all countries. To that end, you shall execute, verify and deliver such documents and perform such other acts (including appearances as a witness) as the Company may reasonably request for use in applying for, obtaining, perfecting, evidencing, sustaining and enforcing such rights and the assignment thereof. In addition, you shall execute, verify and deliver assignments of such proprietary rights to the Company or its designee.
- d) In the event the Company is unable for any reason, to secure your signature on any document needed in connection with the actions specified herein, you hereby irrevocably designate and appoint the Company and its authorized personnel as your agent and attorney in fact and at law, which appointment is coupled with an interest, to act for and on your behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the aforementioned Clauses with the same legal force and effect as if executed by you. You hereby waive and quitclaim to the Company all claims, of any nature whatsoever, which you now or may hereafter have for infringement of any Work Product assigned hereunder to the Company.

3. REPRESENTATION REGARDING PRIOR INVENTIONS AND CONFIDENTIAL INFORMATION:

- a) Inventions, if any, patented or unpatented, that you made before the commencement of your employment with the Company are excluded from the scope of this Agreement (Prior Inventions) You represent and warrant that you will not incorporate, or permit to be incorporated or use any Prior Inventions in the inventions/Work Products of the Company if the same would result in violation of confidentiality or any other third-party rights. Subject to the foregoing, if in the term of your employment with the Company, you incorporate a Prior Invention into the Company's product, process or the machine, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license (with rights to sublicense through multiple tiers of sublicenses) to make, have made, modify, use and sell such Prior Invention.
- b) During your employment by the Company, you shall not improperly use or disclose any confidential information or trade secrets, if any, of any former employer or any other person to whom you have an obligation of confidentiality, and you shall not bring onto the premises of the Company any unpublished documents of any property belonging to any former employer or any other person to whom you have an obligation of confidentiality unless consented to in writing by that former employer or person.
- c) You expressly agree that the Company shall not be liable for any claims for losses or damage arising out of breach of any covenants contained in clause 3(a) and 3(b) above. You expressly agree to indemnify and save the Company harmless against any claim, losses, damages, penalties, liability, costs, expenses (including taxes, legal fees, and expenses) of any nature

MN Sustainable Energy Private Limited, CIN: U41000GJ2020PTC114968

4th Floor, 451, Green Palladia, Palanpur Road, Surat-395009, Gujarat, India

+91 87993 48904 www.agriwyz.com info@agriwyz.com

whatsoever, caused by or arising out of or in connection with a breach and/or default of any of the obligations contained in this clause 3

4. **RETURN OF EMPLOYER'S DOCUMENTS:**

After the termination of your employment with the Company, you shall promptly deliver to the Company all drawings, notes, memoranda, specification, devices, formulae, molecules, cells and documents, together with all copies thereof, and any other material containing or disclosing any Work Product, Third Party Information, Confidential Information or proprietary information of the Company. You further agree that any property situated on the Company's premises and owned by the Company, including disks and other storage media, filing cabinets or other work areas, is subject to inspection by the Company's personnel at any time with or without notice. Before leaving, you shall cooperate with the Company in completing and signing the Company's termination statement for technical and management personnel.

5. **LEGAL AND EQUITABLE REMEDIES:**

Because your services are personal and unique and because you may have access to and become acquainted with the Confidential Information, the Company shall have the right to enforce this Agreement and any of its provisions by injunction, specific performance or other equitable relief, without bond and without prejudice to any other rights and remedies that the Company may have for breach of this Agreement.

**ANNEXURE D
LEAVE POLICY**

There are three categories of leave i.e

1. Casual Leave (C.L)
2. Sick Leave (S.L)
3. Privilege Leave (P.L)

1. Casual Leave (C.L)

- i. There will be 6 days in a year for all confirmed employees.
- ii. **For new joiners, no leave during probation period.** On confirmation, the casual leave will be credited proportionately in their account.
- iii. The leave must be sanctioned at least 7 days in advance to be count in CL.
- iv. In case of emergency, an employee must give intimation to their superior within 2 hours of the start of their duty for their leave.
- v. Unveiled CL can be encased at the basic rate in **April** which shall be paid in next month **May Salary**.

2. Sick Leave (S.L)

- i. There will be 6 days in a year for all confirmed employees.
- ii. **For new joiners, no leave during probation period.** On confirmation, sick leave will be credited proportionately in their account.
- iii. The certificate from doctor is to be produced if the leave is more than 2 days.
- iv. In case of emergency, an employee must give intimation to their superior within 2 hours of the start of their duty for their leave.
- vi. Unveiled SL can be encased at the basic rate in **April** which shall be paid in next month **May Salary**.

3. Privilege Leave (P.L.)

- i. There will be 15 days in a year of Privilege Leave for all confirmed employees. Computation of leave would be as on for yearly basis.
- ii. **Those Employees who have completed 240 days** in a year are eligible for P.L.
- iii. Those employees, who are confirmed and joined during the year, proportionately leave; will be credited in their account.
- iv. The leave must be sanctioned at least 15 days in advance.
- v. Minimum 6 days leave must be taken by an employee during the year which cannot be encashed.
- vi. The 15 days leave will be carried forward till 63 days. If the leave is more than 63 days as of 31st March, then the leave can be en-cash based on their basic salary

General Rules for all types of Leaves:

- All the leaves are from April to March (As per Financial Year).
- A compulsory leave application is to be submitted to avail any CL, PL & SL.
- Failed to submit a proper leave application on time will result in a deduction of 2 Leaves / per day salary.
- Leave must be sanction by their superior and can not avail by their own choice.
- In case of staff working on leave days i.e., Sunday's or festival off day, A compliment off within 30 days can be availed on intimating the management in prior. Please note the comp off can only be availed within 30 days.
- Comp off's cannot be encashed.
- CL/SL/PL are encashed on basic salary.
- In case of exigencies, leave may or may not be granted to an employee by order/management decision.
- In case of any employee leaving during a calendar year, unutilized SL & CL will not get encashed.
- PL & CL/SL cannot be merged in any circumstances.
- In case of uncertain or uninformed leave during a public holiday or weekly holiday in between (i.e., Saturday to Monday) even the weekly off will be considered as unpaid. To avoid such a case kindly inform in advance to avoid salary deductions.
- It is mandated to be in official communication while availing leaves when and where required by Agriwyz, fail to be in touch on the required matter, management has the rights to cancel CL/SL/PL when found guilty/not obeying the same.
- Management may implement subordinate clauses on prior notice if any changes are required for the applied rules on leave.

Note:- Below Leave Apply After Probation Period.

AG WYZ

ANNEXURE E EMPLOYEE GRADING SYSTEM

Sr No	Designations	Grades	Sub Grades	Equivalent Designation
1.	General Manager	C	C1	General Manager report to Directors (Design Engineer /Embedded Engineer /Agronomist/ Sales & Marketing/ Others All Department)
2.	Asst General Manager		C2	Asst GM / DGM (Design Engineer /Embedded Engineer /Agronomist/ Sales & Marketing/ Others All Department)
3.	Sr Manager	M	M3	Sr. Design Manage (Design Engineer /Embedded Engineer /Agronomist/ Sales & Marketing/ Others All Department)
4.	Manager		M2	Managers (Design Engineer /Embedded Engineer /Agronomist/ Sales & Marketing/ Others All Department)
5.	Assistant Manager		M1	Assistant Manager (Design Engineer /Embedded Engineer /Agronomist/ Sales & Marketing/ Others All Department)
6.	Sr. Executive	E	E2	Senior (Design Engineer /Embedded Engineer /Agronomist/ Sales & Marketing/ Others All Department)
7.	Executive		E1	Junior (Design Engineer /Embedded Engineer /Agronomist/ Sales & Marketing/ Others All Department)
8.	Worker	W	W3	Skilled
			W2	Semi-Skilled
			W1	Unskilled

ANNEXURE F SPECIAL CONDITIONS

Reporting

- Reporting Data will be Strictly Followed in order to evolve your Future Performance.
- Data or Reporting Data missing of any day will be consider half day and salary will be Compromised Accordingly without sending future noticed.
- Types Of Reporting.
 - i. Next Day Planning Reporting. (Daily Basis Sent Before 11:00 PM)
 - ii. Every 15 Day Planning Report. (Every 15 Days.)
 - iii. Daily Working Reporting. (Daily Basis Sent Before 11:00 PM)
 - iv. Inquiry Sheet Report. (As per Inquiry Every Day)

Sales Target

- Your sales target would be **Rs. 2,00,000.00/-** (Rupees Two Lacs Only) per Month for probation period excluding GST from the date of joining. Sales target includes selling of product as well as dealer deposit.
- Evaluation of sales target will be done at the end of probation period and if you exceed your sales target or achieve your sales target then incentive of **Rs. 5,000.00/-** per month during probation period shall be awarded for achieving milestone.
- Incentive shall be credited in your account after completion of probation period.

Travelling Allowance Policy

- **By Two-Wheeler:** ₹ 1.95/Km, Service and Maintenance cost of Two-wheeler including oil change shall be extra upto ₹700.00/- at every 3000km against the invoice for the same

Note: If you are resigning before completing 3000km company will not pay any for Service and Maintenance of Two-wheeler.

- **By Car (Four-Wheeler):** ₹ 6.5/Km, Service and Maintenance cost of Two-wheeler including oil change shall be extra upto ₹10000.00/- at every 10,000km against the invoice for the same.

Note:

- i. If you are resigning before completing 10,000km company will not pay any for Service and Maintenance of Car.
 - ii. Toll tax shall be paid as per statement of fast tag at actual, it will be your responsibility to keep balance in the fast tag. Company shall not entitle to pay any kind of fined if you do not keep balance in the fast tag.
- You will be responsible to submit bills against the travelling allowances.
 - During travelling by 2-Wheel or Car you should possess all the required documents of vehicle as per Government Norms like insurance, RC Book, License, PUC, Fast tag in case of four-wheeler etc.
 - While driving you should always wear helmet, Company shall not be responsible for any kind of fined by Traffic officer if you are not following traffic rules.
 - You should submit all the bills against your expenses for a week as per described policy of Company on **6th day of week considering Monday as a 1st day of week. travelling allowances shall be credited in your account within seven days after the submission of bills as per approval from account department.**

Other:

- You shall be given sample by company for marketing and promotion activities, it will be your responsibility to keep it safe. If any kind of damage occurs or you miss place it somewhere then you are liable to pay for it as per its value decided by company.
- You shall be given demo kit for demonstration of product on field, it will be your responsibility to keep it safe and it will be your responsibility to perform demonstration of product by following all the safety guidelines.
- Also Please fill up and sent Your Below KYC Details.
- Please sent Below Document Hard Copy.
 - Appointment Letter with Signature.
 - Your KYC Copy with signature.

Sr. No	Details	
1.	First Name	SURYADIP
2.	Middle Name	VAJESANGBHAI
3.	Last Name	MAKWANA
4.	Full Address.	AT: PINGALI, TA: TALAJA, DIST: BHAVNAGAR
5.	Address PIN Code.	364260
6.	PAN Number.	BZWPV 9632B
7.	Aadhar Card Number	5182 3578 2542
8.	E mail ID	sumadipsinh 20@gmail.com
9.	Bank Name & Branch Name	STATE BANK OF INDIA DIHOR BRANCH
10.	Account Number	3472 1436922
11.	IFSC Code	SBIN0060018

Note: In case of any conflict the provisions of special conditions will override the provisions of general conditions of appointment letter.

For MN Sustainable Energy Private Limited,

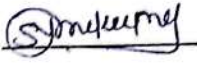


25/03/2023
Digital Signature

(Keyur Nanavati)

(Director)

Employee Name: Mr Makwana Suryadip

Employee Signature: 



9th May 2023

To,

Mr. Vadhiya Jaydipkumar Ramsibhai
S/O Ramsibhai, Vadi Vistar, Pipalva
Junagadh Gujarat 362150

Subject: **Letter of Intent**

Dear Vadhiya Jaydipkumar,

With reference to the interview you had with us, we are pleased to offer you an employment in **Rivulis Irrigation India Private Limited** at Gir Somnath, (Gujarat) India subject to the following terms and conditions and your acceptance thereto.

A) APPOINTMENT

1. JOB TITLE & POSITION

You will be appointed as Trainee (Level 1) in Sales department. You will render your professional services in the performance of your duties, consistent with your position of Trainee (Level 1) Gir Somnath, (Gujarat).

2. REPORTING

You will report to such manager / supervisor who will be assigned by the Company as your supervisor from time to time.

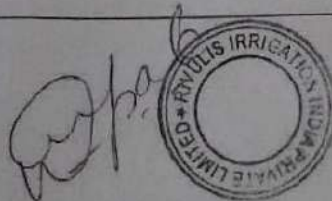
3. PROBATION & CONFIRMATION

You will be on probation for a period of **Six** months from the date of joining and will continue to be on probation until your services are confirmed, in writing, by the Company. Confirmation will be dependent upon your satisfactory performance, no integrity or performance related issues being highlighted as a part of reference/background check that the Company will conduct and you being declared and remaining medically fit by a medical officer or by a doctor specified by the Company.

4. PLACE AND NATURE OF WORK

You are liable to be transferred to any of our establishments or, any other job of whatsoever nature as the management may deemed fit from time to time as per the business exigencies, anywhere in or outside India. Your services may be transferred to such other place of business of the Company or its subsidiaries or associates whether in or outside India, as the Company may from time to time determine.

Rivulis Irrigation India Pvt. Ltd.
203, Mayfair Towers, K. D. Jeevi Park, Wakdevnadi,
Shivajinagar, Pune, Maharashtra, India - 411005
Phone: +91-20-6744-9300
Visit us at www.rivulis.com
CIN: U01400PN2014PTCL156742



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5. COMPENSATION ADMINISTRATION & DELIVERY

Increments will not be automatic. Your compensation will be reviewed, in accordance with the review cycle determined by the Company and shall be based on your performance during your probation period and thereafter, on business performance and market pay trends.

6. HOURS OF WORK AND PAID HOLIDAYS

Your working hours will be as designated by the Company, which may be revised from time to time. You will observe the working hours and holidays normally observed by the Department you are assigned to. Because of various deadlines, it will be necessary from time to time to report for work earlier and/or to work later, all as required. There will be no compensation for additional time worked beyond the normal office hours. You may be required to work on staggered timings / shifts, the timings for which may be altered from time to time by the Company.

7. RETIREMENT AGE

All staff in your cadre shall retire on the attainment of normal retirement age fixed by the Company, which is at present 60 (Sixty) years. The actual date of retirement shall be the last working day of the calendar month on which your 60th birthday falls.

8. LEAVE AND LEAVE TRAVEL ASSISTANCE

You will be eligible for leave and leave travel assistance in accordance with Company's leave policy in force from time to time

9. PROVIDENT FUND & GRATUITY

You are eligible for provident fund and gratuity upon your employment commencement. Both you and the Company shall make contributions in accordance with the provisions of Employee Provident Funds and Miscellaneous Provisions Act 1952, if applicable. If eligible, you would be entitled to gratuity in accordance with the Payment of Gratuity Act 1972.

10. MEDICAL BENEFITS

You and your dependent family members (self & three dependents) will be covered by the Mediclaim policy taken by the Company. Hospitalization expenses incurred by you on self and dependent family members can be claimed from the Insurance Company. This will be governed by the procedure framed by the Company in this regard.

11. GROUP PERSONAL ACCIDENT POLICY (GPA)

You will be covered by the Group Personal Accident Insurance policy as per Company rules.



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12. BONUS / EX-GRATIA

You will be eligible for annual Bonus or Ex Gratia in terms of the Payment of Bonus Act as applicable and or eligible. The bonus will be paid during the Diwali season. Bonus/Ex Gratia will be based on audited accounts of the Company for the relevant Indian Fiscal year ending 31st March of that year.

13. BACKGROUND/EMPLOYMENT VERIFICATION

By accepting this offer letter, you are formally authorizing **Rivulis Irrigation India Pvt. Ltd.** to conduct background checks to validate your identity, the permanent address provided by you, your educational details, and details of your prior work experience if any, and your criminal checks, through a third party agency appointed by us.

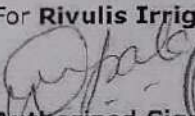
You agree to undergo medical examination as per the pre decided medical test by a Doctor authorized by the Company or at the time of joining or, any time during the employment with the Company.

If the company is not satisfied, in its sole discretion, with the outcome of the background checks, the company reserves the right to withdraw the offer letter without notice and compensation or to take any appropriate action against you, including but not limited to termination of your employment.

This offer Letter is valid for 15 days subject to submission of your Resignation Letter duly accepted by the HR Department of your current employer. Beyond that offer stands cancelled.

Yours faithfully,

For **Rivulis Irrigation India Private Limited**


Authorized Signatory



DECLARATION

I, Vadhiya Jaydipkumar, have read and understood the above terms and conditions of the letter. I acknowledge that I have had the opportunity to discuss this agreement with, and to obtain legal advice regarding this Agreement. I understand them fully and do hereby accept the above letter to the exclusion of all other employment. I will report for duty on 20-June-2023 at the aforementioned address.

Name: Vadhiya Jaydipkumar

Date: 9/05/2023

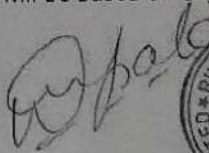

Signature: Jaydip

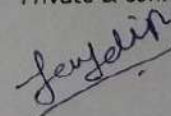
Annexure - I

Name : **Mr. Vadhiya Jaydipkumar**
 Designation : **Trainee**
 Department : **Sales**

Compensation Structure		
	Offered	
Particulars (A)	Monthly	PA
Basic	7,500	90,000
House Rent Allowance	3,000	36,000
LTA (Monthly)	625	7,500
Special Allowance	6,320	75,836
Monthly Gross (A)	17,445	2,09,336
Statutory Contributions (B)		
Contribution to Provident Fund (Employer)	1,733	20,800
Contribution to Gratuity	361	4,332
Mediclaime Coverage	0	0
ESIC	567	6,803
Statutory Bonus	1,144	13,728
S. Total (B)	3,805	45,664
TOTAL FIXED CTC	21,250	2,55,000
Variable Performance Pay (D)		
VPP (Paid Anually)	3,750	45,000
S. Total (D)	3,750	45,000
Total CTC per month (A to D)	25,000	3,00,000
Total CTC per annum	25,000	3,00,000

**Bonus Amount is representative and actual payout will be based on eligibility and as per the provisions of The Payment of Bonus Act.





9th May 2023

To,

Mr. Parmar Avinash Sushilkumar
S/o Macwana Sushilkumar Motibhai
A-7 Vaibhav society ,Padhariya Anad
Gujarat 388001

Subject: **Letter of Intent**

Dear Avinash,

With reference to the interview you had with us, we are pleased to offer you an employment in **Rivulis Irrigation India Private Limited** at Diyodar, (Gujarat) India subject to the following terms and conditions and your acceptance thereto.

A) APPOINTMENT

1. JOB TITLE & POSITION

You will be appointed as Trainee (Level 1) in Sales department. You will render your professional services in the performance of your duties, consistent with your position of Trainee (Level 1) diyodar, (Gujarat).

2. REPORTING

You will report to such manager / supervisor who will be assigned by the Company as your supervisor from time to time.

3. PROBATION & CONFIRMATION

You will be on probation for a period of **Six** months from the date of joining and will continue to be on probation until your services are confirmed, in writing, by the Company. Confirmation will be dependent upon your satisfactory performance, no integrity or performance related issues being highlighted as a part of reference/background check that the Company will conduct and you being declared and remaining medically fit by a medical officer or by a doctor specified by the Company.

4. PLACE AND NATURE OF WORK

You are liable to be transferred to any of our establishments or, any other job of whatsoever nature as the management may deemed fit from time to time as per the business exigencies, anywhere in or outside India. Your services may be transferred to such other place of business of the Company or its subsidiaries or associates whether in or outside India, as the Company may from time to time determine.

Rivulis Irrigation India Pvt. Ltd.
203, Mayfair Towers, K B Joshi Path, Wakdevadi,
Shivajinagar, Pune, Maharashtra, India - 411025
Phone: +91-20-5744-9300
Visit us at www.rivulis.com
CIN: U01400PN2014PTC156742

W. P. Joshi



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5. COMPENSATION ADMINISTRATION & DELIVERY

Increments will not be automatic. Your compensation will be reviewed, in accordance with the review cycle determined by the Company and shall be based on your performance during your probation period and thereafter, on business performance and market pay trends.

6. HOURS OF WORK AND PAID HOLIDAYS

Your working hours will be as designated by the Company, which may be revised from time to time. You will observe the working hours and holidays normally observed by the Department you are assigned to. Because of various deadlines, it will be necessary from time to time to report for work earlier and/or to work later, all as required. There will be no compensation for additional time worked beyond the normal office hours. You may be required to work on staggered timings / shifts, the timings for which may be altered from time to time by the Company.

7. RETIREMENT AGE

All staff in your cadre shall retire on the attainment of normal retirement age fixed by the Company, which is at present 60 (Sixty) years. The actual date of retirement shall be the last working day of the calendar month on which your 60th birthday falls.

8. LEAVE AND LEAVE TRAVEL ASSISTANCE

You will be eligible for leave and leave travel assistance in accordance with Company's leave policy in force from time to time

9. PROVIDENT FUND & GRATUITY

You are eligible for provident fund and gratuity upon your employment commencement. Both you and the Company shall make contributions in accordance with the provisions of Employee Provident Funds and Miscellaneous Provisions Act 1952, if applicable. If eligible, you would be entitled to gratuity in accordance with the Payment of Gratuity Act 1972.

10. MEDICAL BENEFITS

You and your dependent family members (self & three dependents) will be covered by the Mediclaim policy taken by the Company. Hospitalization expenses incurred by you on self and dependent family members can be claimed from the Insurance Company. This will be governed by the procedure framed by the Company in this regard.

11. GROUP PERSONAL ACCIDENT POLICY (GPA)

You will be covered by the Group Personal Accident Insurance policy as per Company rules.



12. BONUS / EX-GRATIA

You will be eligible for annual Bonus or Ex Gratia in terms of the Payment of Bonus Act as applicable and or eligible. The bonus will be paid during the Diwali season. Bonus/Ex Gratia will be based on audited accounts of the Company for the relevant Indian Fiscal year ending 31st March of that year.

13. BACKGROUND/EMPLOYMENT VERIFICATION

By accepting this offer letter, you are formally authorizing **Rivulis Irrigation India Pvt. Ltd.** to conduct background checks to validate your identity, the permanent address provided by you, your educational details, and details of your prior work experience if any, and your criminal checks, through a third party agency appointed by us.

You agree to undergo medical examination as per the pre decided medical test by a Doctor authorized by the Company or at the time of joining or, any time during the employment with the Company.

If the company is not satisfied, in its sole discretion, with the outcome of the background checks, the company reserves the right to withdraw the offer letter without notice and compensation or to take any appropriate action against you, including but not limited to termination of your employment.

This offer Letter is valid for 15 days subject to submission of your Resignation Letter duly accepted by the HR Department of your current employer. Beyond that offer stands cancelled.

Yours faithfully,

For **Rivulis Irrigation India Private Limited**



Authorized Signatory

**DECLARATION**

I, Avinash, have read and understood the above terms and conditions of the letter. I acknowledge that I have had the opportunity to discuss this agreement with, and to obtain legal advice regarding this Agreement. I understand them fully and do hereby accept the above letter to the exclusion of all other employment. I will report for duty on 20 June 2023 at the aforementioned address.

Name: Parmar Avinash Sushilkumar

Date: 09/05/2023

Signature: 

Annexure - I

Name : **Mr. Avinash Parmar**
 Designation : **Trainee**
 Department : **Sales**

Compensation Structure		
Particulars (A)	Offered	
	Monthly	PA
Basic	7,500	90,000
House Rent Allowance	3,000	36,000
LTA (Monthly)	625	7,500
Special Allowance	6,320	75,836
Monthly Gross (A)	17,445	2,09,336
Statutory Contributions (B)		
Contribution to Provident Fund (Employer)	1,733	20,800
Contribution to Gratuity	361	4,332
Mediclaime Coverage	0	0
ESIC	567	6,803
Statutory Bonus	1,144	13,728
S. Total (B)	3,805	45,664
TOTAL FIXED CTC	21,250	2,55,000
Variable Performance Pay (D)		
VPP (Paid Anually)	3,750	45,000
S. Total (D)	3,750	45,000
Total CTC per month (A to D)	25,000	3,00,000
Total CTC per annum	25,000	3,00,000

**Bonus Amount is representative and actual payout will be based on eligibility and as per the provisions of The Payment of Bonus Act.





9th May 2023

To,

Mr. Suryadip Makwana
S/O Vajesangbhai , Vadi vistar,
Palitana Road, Pingli Bhavnagar
Gujarat 364260

Subject: **Letter of Intent**

Dear Suryadip Makwana,

With reference to the interview you had with us, we are pleased to offer you an employment in **Rivulis Irrigation India Private Limited** at Bhavnagar, (Gujarat) India subject to the following terms and conditions and your acceptance thereto.

A) APPOINTMENT

1. JOB TITLE & POSITION

You will be appointed as Trainee (Level 1) in Sales department. You will render your professional services in the performance of your duties, consistent with your position of Trainee (Level 1) Bhavnagar, (Gujarat).

2. REPORTING

You will report to such manager / supervisor who will be assigned by the Company as your supervisor from time to time.

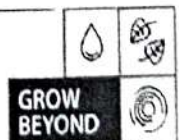
3. PROBATION & CONFIRMATION

You will be on probation for a period of **Six** months from the date of joining and will continue to be on probation until your services are confirmed, in writing, by the Company. Confirmation will be dependent upon your satisfactory performance, no integrity or performance related issues being highlighted as a part of reference/background check that the Company will conduct and you being declared and remaining medically fit by a medical officer or by a doctor specified by the Company.

4. PLACE AND NATURE OF WORK

You are liable to be transferred to any of our establishments or, any other job of whatsoever nature as the management may deemed fit from time to time as per the business exigencies, anywhere in or outside India. Your services may be transferred to such other place of business of the Company or its subsidiaries or associates whether in or outside India, as the Company may from time to time determine.

Rivulis Irrigation India Pvt. Ltd.
263, Mayapuri Towers, K. B. Joshi Path, Wakdevadi,
Shreejyotnagar, Pune, Maharashtra, India - 411005
Phone: + 91 20-6744 9300
Visit us at www.rivulis.com
CIN: U01400PN2914PTC054752





5. COMPENSATION ADMINISTRATION & DELIVERY

Increments will not be automatic. Your compensation will be reviewed, in accordance with the review cycle determined by the Company and shall be based on your performance during your probation period and thereafter, on business performance and market pay trends.

6. HOURS OF WORK AND PAID HOLIDAYS

Your working hours will be as designated by the Company, which may be revised from time to time. You will observe the working hours and holidays normally observed by the Department you are assigned to. Because of various deadlines, it will be necessary from time to time to report for work earlier and/or to work later, all as required. There will be no compensation for additional time worked beyond the normal office hours. You may be required to work on staggered timings / shifts, the timings for which may be altered from time to time by the Company.

7. RETIREMENT AGE

All staff in your cadre shall retire on the attainment of normal retirement age fixed by the Company, which is at present 60 (Sixty) years. The actual date of retirement shall be the last working day of the calendar month on which your 60th birthday falls.

8. LEAVE AND LEAVE TRAVEL ASSISTANCE

You will be eligible for leave and leave travel assistance in accordance with Company's leave policy in force from time to time

9. PROVIDENT FUND & GRATUITY

You are eligible for provident fund and gratuity upon your employment commencement. Both you and the Company shall make contributions in accordance with the provisions of Employee Provident Funds and Miscellaneous Provisions Act 1952, if applicable. If eligible, you would be entitled to gratuity in accordance with the Payment of Gratuity Act 1972.

10. MEDICAL BENEFITS

You and your dependent family members (self & three dependents) will be covered by the Mediclaim policy taken by the Company. Hospitalization expenses incurred by you on self and dependent family members can be claimed from the Insurance Company. This will be governed by the procedure framed by the Company in this regard.

11. GROUP PERSONAL ACCIDENT POLICY (GPA)

You will be covered by the Group Personal Accident Insurance policy as per Company rules.



Private & confidential



12. BONUS / EX-GRATIA

You will be eligible for annual Bonus or Ex Gratia in terms of the Payment of Bonus Act as applicable and or eligible. The bonus will be paid during the Diwali season. Bonus/Ex Gratia will be based on audited accounts of the Company for the relevant Indian Fiscal year ending 31st March of that year.

13. BACKGROUND/EMPLOYMENT VERIFICATION

By accepting this offer letter, you are formally authorizing **Rivulls Irrigation India Pvt. Ltd.** to conduct background checks to validate your identity, the permanent address provided by you, your educational details, and details of your prior work experience if any, and your criminal checks, through a third party agency appointed by us.


You agree to undergo medical examination as per the pre decided medical test by a Doctor authorized by the Company or at the time of joining or, any time during the employment with the Company.

If the company is not satisfied, in its sole discretion, with the outcome of the background checks, the company reserves the right to withdraw the offer letter without notice and compensation or to take any appropriate action against you, including but not limited to termination of your employment.

This offer Letter is valid for 15 days subject to submission of your Resignation Letter duly accepted by the HR Department of your current employer. Beyond that offer stands cancelled.

Yours faithfully,

For **Rivulis Irrigation India Private Limited**


Authorized Signatory



DECLARATION

I, Suryadip Makwana, have read and understood the above terms and conditions of the letter. I acknowledge that I have had the opportunity to discuss this agreement with, and to obtain legal advice regarding this Agreement. I understand them fully and do hereby accept the above letter to the exclusion of all other employment. I will report for duty on 20-June-2023 at the aforementioned address.

Name: Makwana Suryadip Vagesanbbhui Date: 09/05/2023

Signature: 

Annexure - I

Name : **Mr. Suryadip Makwana**
 Designation : **Trainee**
 Department : **Sales**

Compensation Structure		
Particulars (A)	Offered	
	Monthly	PA
Basic	7,500	90,000
House Rent Allowance	3,000	36,000
LTA (Monthly)	625	7,500
Special Allowance	6,320	75,836
Monthly Gross (A)	17,445	2,09,336
Statutory Contributions (B)		
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Contribution to Gratuity	361	4,332
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TOTAL FIXED CTC	21,250	2,55,000
Variable Performance Pay (D)		
VPP (Paid Anually)	3,750	45,000
S. Total (D)	3,750	45,000
Total CTC per month (A to D)	25,000	3,00,000
Total CTC per annum	25,000	3,00,000

**Bonus Amount is representative and actual payout will be based on eligibility and as per the provisions of The Payment of Bonus Act.



[Handwritten Signature]



9th May 2023

To,
Mr. Varchand Umesh
S/O Dagala ,Bhuj -kutch
Gujarat 370020

Subject: **Letter of Intent**

Dear Varchand Umesh,

With reference to the interview you had with us, we are pleased to offer you an employment in **Rivulis Irrigation India Private Limited** at Bhuj, (Gujarat) India subject to the following terms and conditions and your acceptance thereto.

A) APPOINTMENT

1. JOB TITLE & POSITION

You will be appointed as Trainee (Level 1) in Sales department. You will render your professional services in the performance of your duties, consistent with your position of Trainee (Level 1) Bhuj, (Gujarat).

2. REPORTING

You will report to such manager / supervisor who will be assigned by the Company as your supervisor from time to time.

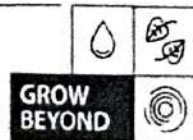
3. PROBATION & CONFIRMATION

You will be on probation for a period of **Six** months from the date of joining and will continue to be on probation until your services are confirmed, in writing, by the Company. Confirmation will be dependent upon your satisfactory performance, no integrity or performance related issues being highlighted as a part of reference/background check that the Company will conduct and you being declared and remaining medically fit by a medical officer or by a doctor specified by the Company.

4. PLACE AND NATURE OF WORK

You are liable to be transferred to any of our establishments or, any other job of whatsoever nature as the management may deemed fit from time to time as per the business exigencies, anywhere in or outside India. Your services may be transferred to such other place of business of the Company or its subsidiaries or associates whether in or outside India, as the Company may from time to time determine.

Rivulis Irrigation India Pvt. Ltd.
203, Mayfair Towers, K B Jyoti Path, Wankdewadi,
Shivajinagar, Pune, Maharashtra, India - 411005
Phone: +91-20-6714-9300
Visit us at www.rivulis.com
CIN: 1901499PN2014PTC159742





5. COMPENSATION ADMINISTRATION & DELIVERY

Increments will not be automatic. Your compensation will be reviewed, in accordance with the review cycle determined by the Company and shall be based on your performance during your probation period and thereafter, on business performance and market pay trends.

6. HOURS OF WORK AND PAID HOLIDAYS

Your working hours will be as designated by the Company, which may be revised from time to time. You will observe the working hours and holidays normally observed by the Department you are assigned to. Because of various deadlines, it will be necessary from time to time to report for work earlier and/or to work later, all as required. There will be no compensation for additional time worked beyond the normal office hours. You may be required to work on staggered timings / shifts, the timings for which may be altered from time to time by the Company.

7. RETIREMENT AGE

All staff in your cadre shall retire on the attainment of normal retirement age fixed by the Company, which is at present 60 (Sixty) years. The actual date of retirement shall be the last working day of the calendar month on which your 60th birthday falls.

8. LEAVE AND LEAVE TRAVEL ASSISTANCE

You will be eligible for leave and leave travel assistance in accordance with Company's leave policy in force from time to time

9. PROVIDENT FUND & GRATUITY

You are eligible for provident fund and gratuity upon your employment commencement. Both you and the Company shall make contributions in accordance with the provisions of Employee Provident Funds and Miscellaneous Provisions Act 1952, if applicable. If eligible, you would be entitled to gratuity in accordance with the Payment of Gratuity Act 1972.

10. MEDICAL BENEFITS

You and your dependent family members (self & three dependents) will be covered by the Mediclaim policy taken by the Company. Hospitalization expenses incurred by you on self and dependent family members can be claimed from the Insurance Company. This will be governed by the procedure framed by the Company in this regard.

11. GROUP PERSONAL ACCIDENT POLICY (GPA)

You will be covered by the Group Personal Accident Insurance policy as per Company rules.



A handwritten signature in blue ink, appearing to read 'Rafael'.

A handwritten signature in blue ink, appearing to read 'Umts'.



12. BONUS / EX-GRATIA

You will be eligible for annual Bonus or Ex Gratia in terms of the Payment of Bonus Act as applicable and or eligible. The bonus will be paid during the Diwali season. Bonus/Ex Gratia will be based on audited accounts of the Company for the relevant Indian Fiscal year ending 31st March of that year.

13. BACKGROUND/EMPLOYMENT VERIFICATION

By accepting this offer letter, you are formally authorizing **Rivulis Irrigation India Pvt. Ltd.** to conduct background checks to validate your identity, the permanent address provided by you, your educational details, and details of your prior work experience if any, and your criminal checks, through a third party agency appointed by us.

You agree to undergo medical examination as per the pre decided medical test by a Doctor authorized by the Company or at the time of joining or, any time during the employment with the Company.

If the company is not satisfied, in its sole discretion, with the outcome of the background checks, the company reserves the right to withdraw the offer letter without notice and compensation or to take any appropriate action against you, including but not limited to termination of your employment.

This offer Letter is valid for 15 days subject to submission of your Resignation Letter duly accepted by the HR Department of your current employer. Beyond that offer stands cancelled.

Yours faithfully,
For **Rivulis Irrigation India Private Limited**


Authorized Signatory



I, Varchand Umesh, have read and understood the above terms and conditions of the letter. I acknowledge that I have had the opportunity to discuss this agreement with, and to obtain legal advice regarding this Agreement. I understand them fully and do hereby accept the above letter to the exclusion of all other employment. I will report for duty on 20th June 2023 at the aforementioned address.

Name: Varchand Umesh

Date: 9/5/2023

Signature: 

Annexure - I

Name : **Mr. Varchand Umesh**
 Designation : **Trainee**
 Department : **Sales**

Compensation Structure		
Particulars (A)	Offered	
	Monthly	PA
Basic	7,500	90,000
House Rent Allowance	3,000	36,000
LTA (Monthly)	625	7,500
Special Allowance	6,320	75,836
Monthly Gross (A)	17,445	2,09,336
Statutory Contributions (B)		
Contribution to Provident Fund (Employer)	1,733	20,800
Contribution to Gratuity	361	4,332
Mediclaim Coverage	0	0
ESIC	567	6,803
Statutory Bonus	1,144	13,728
S. Total (B)	3,805	45,664
TOTAL FIXED CTC	21,250	2,55,000
Variable Performance Pay (D)		
VPP (Paid Annually)	3,750	45,000
S. Total (D)	3,750	45,000
Total CTC per month (A to D)	25,000	3,00,000
Total CTC per annum	25,000	3,00,000

**Bonus Amount is representative and actual payout will be based on eligibility and as per the provisions of The Payment of Bonus Act.





9th May 2023

To,

Mr. Solanki Jayendrasinh,
S/O Solanki Ganpatsinh, Bharatpur,
Badarpur Kheda Gujarat 387630

Subject: **Letter of Intent**

Dear Solanki Jayendrasinh,

With reference to the interview you had with us, we are pleased to offer you an employment in **Rivulis Irrigation India Private Limited** at Palanpur, (Gujarat) India subject to the following terms and conditions and your acceptance thereto.

A) APPOINTMENT

1. JOB TITLE & POSITION

You will be appointed as Trainee (Level 1) in Sales department. You will render your professional services in the performance of your duties, consistent with your position of Trainee (Level 1) Palanpur, (Gujarat).

2. REPORTING

You will report to such manager / supervisor who will be assigned by the Company as your supervisor from time to time.

3. PROBATION & CONFIRMATION

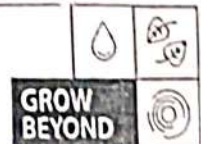
You will be on probation for a period of **Six** months from the date of joining and will continue to be on probation until your services are confirmed, in writing, by the Company. Confirmation will be dependent upon your satisfactory performance, no integrity or performance related issues being highlighted as a part of reference/background check that the Company will conduct and you being declared and remaining medically fit by a medical officer or by a doctor specified by the Company.

4. PLACE AND NATURE OF WORK

You are liable to be transferred to any of our establishments or, any other job of whatsoever nature as the management may deemed fit from time to time as per the business exigencies, anywhere in or outside India. Your services may be transferred to such other place of business of the Company or its subsidiaries or associates whether in or outside India, as the Company may from time to time determine.

Rivulis Irrigation India Pvt. Ltd.,
203, Mayfair Towers, K B Joshi Path, Wadewadi,
Shivajinagar, Pune, Maharashtra, India - 411005
Phone: +91-20-6744-9300
Visit us at www.rivulis.com
CIN: U01400PN2014PTC156742

[Handwritten signature]



x *[Handwritten signature]*



5. COMPENSATION ADMINISTRATION & DELIVERY

Increments will not be automatic. Your compensation will be reviewed, in accordance with the review cycle determined by the Company and shall be based on your performance during your probation period and thereafter, on business performance and market pay trends.

6. HOURS OF WORK AND PAID HOLIDAYS

Your working hours will be as designated by the Company, which may be revised from time to time. You will observe the working hours and holidays normally observed by the Department you are assigned to. Because of various deadlines, it will be necessary from time to time to report for work earlier and/or to work later, all as required. There will be no compensation for additional time worked beyond the normal office hours. You may be required to work on staggered timings / shifts, the timings for which may be altered from time to time by the Company.

7. RETIREMENT AGE

All staff in your cadre shall retire on the attainment of normal retirement age fixed by the Company, which is at present 60 (Sixty) years. The actual date of retirement shall be the last working day of the calendar month on which your 60th birthday falls.

8. LEAVE AND LEAVE TRAVEL ASSISTANCE

You will be eligible for leave and leave travel assistance in accordance with Company's leave policy in force from time to time

9. PROVIDENT FUND & GRATUITY

You are eligible for provident fund and gratuity upon your employment commencement. Both you and the Company shall make contributions in accordance with the provisions of Employee Provident Funds and Miscellaneous Provisions Act 1952, if applicable. If eligible, you would be entitled to gratuity in accordance with the Payment of Gratuity Act 1972.

10. MEDICAL BENEFITS

You and your dependent family members (self & three dependents) will be covered by the Medclaim policy taken by the Company. Hospitalization expenses incurred by you on self and dependent family members can be claimed from the Insurance Company. This will be governed by the procedure framed by the Company in this regard.

11. GROUP PERSONAL ACCIDENT POLICY (GPA)

You will be covered by the Group Personal Accident Insurance policy as per Company rules.

* 







12. BONUS / EX-GRATIA

You will be eligible for annual Bonus or Ex Gratia in terms of the Payment of Bonus Act as applicable and or eligible. The bonus will be paid during the Diwali season. Bonus/Ex Gratia will be based on audited accounts of the Company for the relevant Indian Fiscal year ending 31st March of that year.

13. BACKGROUND/EMPLOYMENT VERIFICATION

By accepting this offer letter, you are formally authorizing **Rivulis Irrigation India Pvt. Ltd.** to conduct background checks to validate your identity, the permanent address provided by you, your educational details, and details of your prior work experience if any, and your criminal checks, through a third party agency appointed by us.

You agree to undergo medical examination as per the pre decided medical test by a Doctor authorized by the Company or at the time of joining or, any time during the employment with the Company.

If the company is not satisfied, in its sole discretion, with the outcome of the background checks, the company reserves the right to withdraw the offer letter without notice and compensation or to take any appropriate action against you, including but not limited to termination of your employment.

This offer Letter is valid for 15 days subject to submission of your Resignation Letter duly accepted by the HR Department of your current employer. Beyond that offer stands cancelled.

Yours faithfully,

For **Rivulis Irrigation India Private Limited**

Authorized Signatory



DECLARATION

I, Solanki Jayendrasinh, have read and understood the above terms and conditions of the letter. I acknowledge that I have had the opportunity to discuss this agreement with, and to obtain legal advice regarding this Agreement. I understand them fully and do hereby accept the above letter to the exclusion of all other employment. I will report for duty on 20 June, 2023 at the aforementioned address.

Name: Solanki Jayendrasinh G.

Date: 09/05/2023

Signature: [Handwritten Signature]

Annexure - I

Name : **Mr. Solanki Jayendrasinh Ganpatsinh**
 Designation : **Trainee**
 Department : **Sales**

Compensation Structure		
Particulars (A)	Offered	
	Monthly	PA
Basic	7,500	90,000
House Rent Allowance	3,000	36,000
LTA (Monthly)	625	7,500
Special Allowance	6,320	75,836
Monthly Gross (A)	17,445	2,09,336
Statutory Contributions (B)		
Contribution to Provident Fund (Employer)	1,733	20,800
Contribution to Gratuity	361	4,332
Mediclaime Coverage	0	0
ESIC	567	6,803
Statutory Bonus	1,144	13,728
S. Total (B)	3,805	45,664
TOTAL FIXED CTC	21,250	2,55,000
Variable Performance Pay (D)		
VPP (Paid Annually)	3,750	45,000
S. Total (D)	3,750	45,000
Total CTC per month (A to D)	25,000	3,00,000
Total CTC per annum	25,000	3,00,000

**Bonus Amount is representative and actual payout will be based on eligibility and as per the provisions of The Payment of Bonus Act.




X 

9th May 2023

To,

Mr. Khunti Karan
S/o Kishorebhai , Chhatrava,
Porbandhar, Gujarat
362650

Subject: **Letter of Intent**

Dear Karan,

With reference to the interview you had with us, we are pleased to offer you an employment in **Rivulis Irrigation India Private Limited** at Gondal, (Gujarat) India subject to the following terms and conditions and your acceptance thereto.

A) APPOINTMENT

1. JOB TITLE & POSITION

You will be appointed as Trainee (Level 1) in Sales department. You will render your professional services in the performance of your duties, consistent with your position of Trainee (Level 1) Gondal, (Gujarat).

2. REPORTING

You will report to such manager / supervisor who will be assigned by the Company as your supervisor from time to time.

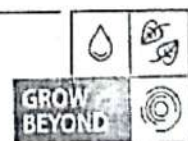
3. PROBATION & CONFIRMATION

You will be on probation for a period of **Six** months from the date of joining and will continue to be on probation until your services are confirmed, in writing, by the Company. Confirmation will be dependent upon your satisfactory performance, no integrity or performance related issues being highlighted as a part of reference/background check that the Company will conduct and you being declared and remaining medically fit by a medical officer or by a doctor specified by the Company.

4. PLACE AND NATURE OF WORK

You are liable to be transferred to any of our establishments or, any other job of whatsoever nature as the management may deemed fit from time to time as per the business exigencies, anywhere in or outside India. Your services may be transferred to such other place of business of the Company or its subsidiaries or associates whether in or outside India, as the Company may from time to time determine.

Rivulis Irrigation India Pvt. Ltd.
203, May'or Towers, K B Joshi Path, Wakdevwadi
Shivajinagar, Pune, Maharashtra, India - 411005
Phone: +91-20-6744-9300
Visit us at www.rivulis.com
CIN: U01400PN2014PLC156742



5. **COMPENSATION ADMINISTRATION & DELIVERY**

Increments will not be automatic. Your compensation will be reviewed, in accordance with the review cycle determined by the Company and shall be based on your performance during your probation period and thereafter, on business performance and market pay trends.

6. **HOURS OF WORK AND PAID HOLIDAYS**

Your working hours will be as designated by the Company, which may be revised from time to time. You will observe the working hours and holidays normally observed by the Department you are assigned to. Because of various deadlines, it will be necessary from time to time to report for work earlier and/or to work later, all as required. There will be no compensation for additional time worked beyond the normal office hours. You may be required to work on staggered timings / shifts, the timings for which may be altered from time to time by the Company.

7. **RETIREMENT AGE**

All staff in your cadre shall retire on the attainment of normal retirement age fixed by the Company, which is at present 60 (Sixty) years. The actual date of retirement shall be the last working day of the calendar month on which your 60th birthday falls.

8. **LEAVE AND LEAVE TRAVEL ASSISTANCE**

You will be eligible for leave and leave travel assistance in accordance with Company's leave policy in force from time to time

9. **PROVIDENT FUND & GRATUITY**

You are eligible for provident fund and gratuity upon your employment commencement. Both you and the Company shall make contributions in accordance with the provisions of Employee Provident Funds and Miscellaneous Provisions Act 1952, if applicable. If eligible, you would be entitled to gratuity in accordance with the Payment of Gratuity Act 1972.

10. **MEDICAL BENEFITS**

You and your dependent family members (self & three dependents) will be covered by the Medicaclaim policy taken by the Company. Hospitalization expenses incurred by you on self and dependent family members can be claimed from the Insurance Company. This will be governed by the procedure framed by the Company in this regard.

11. **GROUP PERSONAL ACCIDENT POLICY (GPA)**

You will be covered by the Group Personal Accident Insurance policy as per Company rules.





12. **BONUS / EX-GRATIA**

You will be eligible for annual Bonus or Ex Gratia in terms of the Payment of Bonus Act as applicable and or eligible. The bonus will be paid during the Diwali season. Bonus/Ex Gratia will be based on audited accounts of the Company for the relevant Indian Fiscal year ending 31st March of that year.

13. **BACKGROUND/EMPLOYMENT VERIFICATION**

By accepting this offer letter, you are formally authorizing **Rivulis Irrigation India Pvt. Ltd.** to conduct background checks to validate your identity, the permanent address provided by you, your educational details, and details of your prior work experience if any, and your criminal checks, through a third party agency appointed by us.

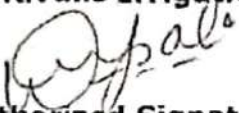
You agree to undergo medical examination as per the pre decided medical test by a Doctor authorized by the Company or at the time of joining or, any time during the employment with the Company.

If the company is not satisfied, in its sole discretion, with the outcome of the background checks, the company reserves the right to withdraw the offer letter without notice and compensation or to take any appropriate action against you, including but not limited to termination of your employment.

This offer Letter is valid for 15 days subject to submission of your Resignation Letter duly accepted by the HR Department of your current employer. Beyond that offer stands cancelled.

Yours faithfully,

For **Rivulis Irrigation India Private Limited**


Authorized Signatory




DECLARATION

I, Karan, have read and understood the above terms and conditions of the letter. I acknowledge that I have had the opportunity to discuss this agreement with, and to obtain legal advice regarding this Agreement. I understand them fully and do hereby accept the above letter to the exclusion of all other employment. I will report for duty on 20 JUNE 2023 at the aforementioned address.

Name: **KHUNTI KARAN**

Date: **09/05/2023**

Signature: 



Annexure - I

Name : **Mr. Karan Khunti**
 Designation : **Trainee**
 Department : **Sales**

Compensation Structure		
Particulars (A)	Offered	
	Monthly	PA
Basic	7,500	90,000
House Rent Allowance	3,000	36,000
LTA (Monthly)	625	7,500
Special Allowance	6,320	75,836
Monthly Gross (A)	17,445	2,09,336
Statutory Contributions (B)		
Contribution to Provident Fund (Employer)	1,733	20,800
Contribution to Gratuity	361	4,332
Mediclaime Coverage	0	0
ESIC	567	6,803
Statutory Bonus	1,144	13,728
S. Total (B)	3,805	45,664
TOTAL FIXED CTC	21,250	2,55,000
Variable Performance Pay (D)		
VPP (Paid Anually)	3,750	45,000
S. Total (D)	3,750	45,000
Total CTC per month (A to D)	25,000	3,00,000
Total CTC per annum	25,000	3,00,000

**Bonus Amount is representative and actual payout will be based on eligibility and as per the provisions of The Payment of Bonus Act.



Private & confidential





9th May 2023

To,

Mr. Lakum Ravi kumar Narayanbhai
S/o Narayanbhai, Siddhanath Society
Near Garden ,Chuda-363410

Subject: **Letter of Intent**

Dear Lakum Ravi Kumar ,

With reference to the interview you had with us, we are pleased to offer you an employment in **Rivulis Irrigation India Private Limited** at Botad, (Gujarat) India subject to the following terms and conditions and your acceptance thereto.

A) APPOINTMENT

1. JOB TITLE & POSITION

You will be appointed as Trainee (Level 1) in Sales department. You will render your professional services in the performance of your duties, consistent with your position of Trainee (Level 1) Botad, (Gujarat).

2. REPORTING

You will report to such manager / supervisor who will be assigned by the Company as your supervisor from time to time.

3. PROBATION & CONFIRMATION

You will be on probation for a period of **Six** months from the date of joining and will continue to be on probation until your services are confirmed, in writing, by the Company. Confirmation will be dependent upon your satisfactory performance, no integrity or performance related issues being highlighted as a part of reference/background check that the Company will conduct and you being declared and remaining medically fit by a medical officer or by a doctor specified by the Company.

4. PLACE AND NATURE OF WORK

You are liable to be transferred to any of our establishments or, any other job of whatsoever nature as the management may deemed fit from time to time as per the business exigencies, anywhere in or outside India. Your services may be transferred to such other place of business of the Company or its subsidiaries or associates whether in or outside India, as the Company may from time to time determine.

Rivulis Irrigation India Pvt. Ltd.
203, Mayfair Towers, K.B. Joshi Path, Wadewadi,
Solapur Nagar, Pune, Maharashtra, India - 411005
Phone: +91-20-6744-9300
Visit us at www.rivulis.com
CIN: U01400MH2014PTCL56742



Ravi



5. COMPENSATION ADMINISTRATION & DELIVERY

Increments will not be automatic. Your compensation will be reviewed, in accordance with the review cycle determined by the Company and shall be based on your performance during your probation period and thereafter, on business performance and market pay trends.

6. HOURS OF WORK AND PAID HOLIDAYS

Your working hours will be as designated by the Company, which may be revised from time to time. You will observe the working hours and holidays normally observed by the Department you are assigned to. Because of various deadlines, it will be necessary from time to time to report for work earlier and/or to work later, all as required. There will be no compensation for additional time worked beyond the normal office hours. You may be required to work on staggered timings / shifts, the timings for which may be altered from time to time by the Company.

7. RETIREMENT AGE

All staff in your cadre shall retire on the attainment of normal retirement age fixed by the Company, which is at present 60 (Sixty) years. The actual date of retirement shall be the last working day of the calendar month on which your 60th birthday falls.

8. LEAVE AND LEAVE TRAVEL ASSISTANCE

You will be eligible for leave and leave travel assistance in accordance with Company's leave policy in force from time to time

9. PROVIDENT FUND & GRATUITY

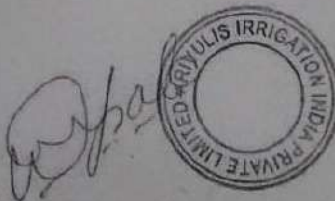
You are eligible for provident fund and gratuity upon your employment commencement. Both you and the Company shall make contributions in accordance with the provisions of Employee Provident Funds and Miscellaneous Provisions Act 1952, if applicable. If eligible, you would be entitled to gratuity in accordance with the Payment of Gratuity Act 1972.

10. MEDICAL BENEFITS

You and your dependent family members (self & three dependents) will be covered by the Mediclaim policy taken by the Company. Hospitalization expenses incurred by you on self and dependent family members can be claimed from the Insurance Company. This will be governed by the procedure framed by the Company in this regard.

11. GROUP PERSONAL ACCIDENT POLICY (GPA)

You will be covered by the Group Personal Accident Insurance policy as per Company rules.





12. BONUS / EX-GRATIA

You will be eligible for annual Bonus or Ex Gratia in terms of the Payment of Bonus Act as applicable and or eligible. The bonus will be paid during the Diwali season. Bonus/Ex Gratia will be based on audited accounts of the Company for the relevant Indian Fiscal year ending 31st March of that year.

13. BACKGROUND/EMPLOYMENT VERIFICATION

By accepting this offer letter, you are formally authorizing **Rivulis Irrigation India Pvt. Ltd.** to conduct background checks to validate your identity, the permanent address provided by you, your educational details, and details of your prior work experience if any, and your criminal checks, through a third party agency appointed by us.

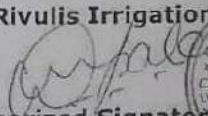
You agree to undergo medical examination as per the pre decided medical test by a Doctor authorized by the Company or at the time of joining or, any time during the employment with the Company.

If the company is not satisfied, in its sole discretion, with the outcome of the background checks, the company reserves the right to withdraw the offer letter without notice and compensation or to take any appropriate action against you, including but not limited to termination of your employment.

This offer Letter is valid for 15 days subject to submission of your Resignation Letter duly accepted by the HR Department of your current employer. Beyond that offer stands cancelled.

Yours faithfully,

For **Rivulis Irrigation India Private Limited**


Authorized Signatory



DECLARATION

I, Ravi Kumar , have read and understood the above terms and conditions of the letter. I acknowledge that I have had the opportunity to discuss this agreement with, and to obtain legal advice regarding this Agreement. I understand them fully and do hereby accept the above letter to the exclusion of all other employment. I will report for duty on 20-June-2023 at the aforementioned address.

Name: Lakum Ravikumari Narsayambhai

Date: 09/05/2023

Signature: Ravi

Annexure - I

Name : **Mr. Lakum Ravi kumar Narayanbhai**
 Designation : **Trainee**
 Department : **Sales**

Compensation Structure		
Particulars (A)	Offered	
	Monthly	PA
Basic	7,500	90,000
House Rent Allowance	3,000	36,000
LTA (Monthly)	625	7,500
Special Allowance	6,320	75,836
Monthly Gross (A)	17,445	2,09,336
Statutory Contributions (B)		
Contribution to Provident Fund (Employer)	1,733	20,800
Contribution to Gratuity	361	4,332
Mediclaime Coverage	0	0
ESIC	567	6,803
Statutory Bonus	1,144	13,728
S. Total (B)	3,805	45,664
TOTAL FIXED CTC	21,250	2,55,000
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S. Total (D)	3,750	45,000
Total CTC per month (A to D)	25,000	3,00,000
Total CTC per annum	25,000	3,00,000

**Bonus Amount is representative and actual payout will be based on eligibility and as per the provisions of The Payment of Bonus Act.



12th May 2023

To,

**Mr. Shivamkumar Makwana,
S/o Rajeshbhai Makwana,512,Limdi
Vadu Fadiyu Vadod Anand ,
Gujarat 388370**

Subject: **Letter of Intent**

Dear Shivamkumar,

With reference to the interview you had with us, we are pleased to offer you an employment in **Rivulis Irrigation India Private Limited** at Lakhani, (Gujarat) India subject to the following terms and conditions and your acceptance thereto.

A) APPOINTMENT

1. JOB TITLE & POSITION

You will be appointed as Trainee (Level 1) in Sales department. You will render your professional services in the performance of your duties, consistent with your position of Trainee (Level 1) Lakhani, (Gujarat).

2. REPORTING

You will report to such manager / supervisor who will be assigned by the Company as your supervisor from time to time.

3. PROBATION & CONFIRMATION

You will be on probation for a period of **Six** months from the date of joining and will continue to be on probation until your services are confirmed, in writing, by the Company. Confirmation will be dependent upon your satisfactory performance, no integrity or performance related issues being highlighted as a part of reference/background check that the Company will conduct and you being declared and remaining medically fit by a medical officer or by a doctor specified by the Company.

4. PLACE AND NATURE OF WORK

You are liable to be transferred to any of our establishments or, any other job of whatsoever nature as the management may deemed fit from time to time as per the business exigencies, anywhere in or outside India. Your services may be transferred to such other place of business of the Company or its subsidiaries or associates whether in or outside India, as the Company may from time to time determine.





5. COMPENSATION ADMINISTRATION & DELIVERY

Increments will not be automatic. Your compensation will be reviewed, in accordance with the review cycle determined by the Company and shall be based on your performance during your probation period and thereafter, on business performance and market pay trends.

6. HOURS OF WORK AND PAID HOLIDAYS

Your working hours will be as designated by the Company, which may be revised from time to time. You will observe the working hours and holidays normally observed by the Department you are assigned to. Because of various deadlines, it will be necessary from time to time to report for work earlier and/or to work later, all as required. There will be no compensation for additional time worked beyond the normal office hours. You may be required to work on staggered timings / shifts, the timings for which may be altered from time to time by the Company.

7. RETIREMENT AGE

All staff in your cadre shall retire on the attainment of normal retirement age fixed by the Company, which is at present 60 (Sixty) years. The actual date of retirement shall be the last working day of the calendar month on which your 60th birthday falls.

8. LEAVE AND LEAVE TRAVEL ASSISTANCE

You will be eligible for leave and leave travel assistance in accordance with Company's leave policy in force from time to time

9. PROVIDENT FUND & GRATUITY

You are eligible for provident fund and gratuity upon your employment commencement. Both you and the Company shall make contributions in accordance with the provisions of Employee Provident Funds and Miscellaneous Provisions Act 1952, if applicable. If eligible, you would be entitled to gratuity in accordance with the Payment of Gratuity Act 1972.

10. MEDICAL BENEFITS

You and your dependent family members (self & three dependents) will be covered by the Mediclaim policy taken by the Company. Hospitalization expenses incurred by you on self and dependent family members can be claimed from the Insurance Company. This will be governed by the procedure framed by the Company in this regard.

11. GROUP PERSONAL ACCIDENT POLICY (GPA)

You will be covered by the Group Personal Accident Insurance policy as per Company rules.





12. BONUS / EX-GRATIA

You will be eligible for annual Bonus or Ex Gratia in terms of the Payment of Bonus Act as applicable and or eligible. The bonus will be paid during the Diwali season. Bonus/Ex Gratia will be based on audited accounts of the Company for the relevant Indian Fiscal year ending 31st March of that year.

13. BACKGROUND/EMPLOYMENT VERIFICATION

By accepting this offer letter, you are formally authorizing **Rivulis Irrigation India Pvt. Ltd.** to conduct background checks to validate your identity, the permanent address provided by you, your educational details, and details of your prior work experience if any, and your criminal checks, through a third party agency appointed by us.

You agree to undergo medical examination as per the pre decided medical test by a Doctor authorized by the Company or at the time of joining or, any time during the employment with the Company.

If the company is not satisfied, in its sole discretion, with the outcome of the background checks, the company reserves the right to withdraw the offer letter without notice and compensation or to take any appropriate action against you, including but not limited to termination of your employment.

This offer Letter is valid for 15 days subject to submission of your Resignation Letter duly accepted by the HR Department of your current employer. Beyond that offer stands cancelled.

Yours faithfully,

For **Rivulis Irrigation India Private Limited**

Authorized Signatory



DECLARATION

I, Shivamkumar Makwana , have read and understood the above terms and conditions of the letter.I acknowledge that I have had the opportunity to discuss this agreement with, and to obtain legal advice regarding this Agreement. I understand them fully and do hereby accept the above letter to the exclusion of all other employment. I will report for duty on at the aforementioned address.

Name:

Date:

Signature:

Annexure – I

Name : **Mr. Shivamkumar Makwana**
 Designation : **Trainee**
 Department : **Sales**

Compensation Structure		
	Offered	
Particulars (A)	Monthly	PA
Basic	7,500	90,000
House Rent Allowance	3,000	36,000
LTA (Monthly)	625	7,500
Special Allowance	6,320	75,836
Monthly Gross (A)	17,445	2,09,336
Statutory Contributions (B)		
Contribution to Provident Fund (Employer)	1,733	20,800
Contribution to Gratuity	361	4,332
Mediclaime Coverage	0	0
ESIC	567	6,803
Statutory Bonus	1,144	13,728
S. Total (B)	3,805	45,664
TOTAL FIXED CTC	21,250	2,55,000
Variable Performance Pay (D)		
VPP (Paid Annually)	3,750	45,000
S. Total (D)	3,750	45,000
Total CTC per month (A to D)	25,000	3,00,000
Total CTC per annum	25,000	3,00,000

**Bonus Amount is representative and actual payout will be based on eligibility and as per the provisions of The Payment of Bonus Act.





12th May 2023

To,

Mr. Ronakkumar Rathod
S/o Khumansinh, Mandir Faliyu,
Vejalpur, Panchmahal, Vejalpur,
Gujarat 389340

Subject: **Letter of Intent**

Dear Ronakkumar,

With reference to the interview you had with us, we are pleased to offer you an employment in **Rivulis Irrigation India Private Limited** at Vadodara, (Gujarat) India subject to the following terms and conditions and your acceptance thereto.

A) APPOINTMENT

1. JOB TITLE & POSITION

You will be appointed as Trainee (Level 1) in Sales department. You will render your professional services in the performance of your duties, consistent with your position of Trainee (Level 1) Vadodara, (Gujarat).

2. REPORTING

You will report to such manager / supervisor who will be assigned by the Company as your supervisor from time to time.

3. PROBATION & CONFIRMATION

You will be on probation for a period of **Six** months from the date of joining and will continue to be on probation until your services are confirmed, in writing, by the Company. Confirmation will be dependent upon your satisfactory performance, no integrity or performance related issues being highlighted as a part of reference/background check that the Company will conduct and you being declared and remaining medically fit by a medical officer or by a doctor specified by the Company.

4. PLACE AND NATURE OF WORK

You are liable to be transferred to any of our establishments or, any other job of whatsoever nature as the management may deemed fit from time to time as per the business exigencies, anywhere in or outside India. Your services may be transferred to such other place of business of the Company or its subsidiaries or associates whether in or outside India, as the Company may from time to time determine.



Rivulis Irrigation India Pvt. Ltd.
203, Mayfair Towers, K B Joshi Path, Wakdevadi,
Shivajinagar, Pune, Maharashtra, India - 411005
Phone: +91-20-6744-9300
Visit us at www.rivulis.com
CIN: U01400PN2014PTC156742





5. COMPENSATION ADMINISTRATION & DELIVERY

Increments will not be automatic. Your compensation will be reviewed, in accordance with the review cycle determined by the Company and shall be based on your performance during your probation period and thereafter, on business performance and market pay trends.

6. HOURS OF WORK AND PAID HOLIDAYS

Your working hours will be as designated by the Company, which may be revised from time to time. You will observe the working hours and holidays normally observed by the Department you are assigned to. Because of various deadlines, it will be necessary from time to time to report for work earlier and/or to work later, all as required. There will be no compensation for additional time worked beyond the normal office hours. You may be required to work on staggered timings / shifts, the timings for which may be altered from time to time by the Company.

7. RETIREMENT AGE

All staff in your cadre shall retire on the attainment of normal retirement age fixed by the Company, which is at present 60 (Sixty) years. The actual date of retirement shall be the last working day of the calendar month on which your 60th birthday falls.

8. LEAVE AND LEAVE TRAVEL ASSISTANCE

You will be eligible for leave and leave travel assistance in accordance with Company's leave policy in force from time to time

9. PROVIDENT FUND & GRATUITY

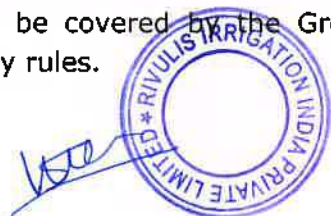
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11. GROUP PERSONAL ACCIDENT POLICY (GPA)

You will be covered by the Group Personal Accident Insurance policy as per Company rules.





12. BONUS / EX-GRATIA

You will be eligible for annual Bonus or Ex Gratia in terms of the Payment of Bonus Act as applicable and or eligible. The bonus will be paid during the Diwali season. Bonus/Ex Gratia will be based on audited accounts of the Company for the relevant Indian Fiscal year ending 31st March of that year.

13. BACKGROUND/EMPLOYMENT VERIFICATION

By accepting this offer letter, you are formally authorizing **Rivulis Irrigation India Pvt. Ltd.** to conduct background checks to validate your identity, the permanent address provided by you, your educational details, and details of your prior work experience if any, and your criminal checks, through a third party agency appointed by us.

You agree to undergo medical examination as per the pre decided medical test by a Doctor authorized by the Company or at the time of joining or, any time during the employment with the Company.

If the company is not satisfied, in its sole discretion, with the outcome of the background checks, the company reserves the right to withdraw the offer letter without notice and compensation or to take any appropriate action against you, including but not limited to termination of your employment.

This offer Letter is valid for 15 days subject to submission of your Resignation Letter duly accepted by the HR Department of your current employer. Beyond that offer stands cancelled.

Yours faithfully,

For **Rivulis Irrigation India Private Limited**

Authorized Signatory



DECLARATION

I, Ronakkumar, have read and understood the above terms and conditions of the letter. I acknowledge that I have had the opportunity to discuss this agreement with, and to obtain legal advice regarding this Agreement. I understand them fully and do hereby accept the above letter to the exclusion of all other employment. I will report for duty on at the aforementioned address.

Name:

Date:

Signature:



Annexure - I

Name : **Mr. Ronakkumar Rathod**
Designation : **Trainee**
Department : **Sales**

Compensation Structure		
Particulars (A)	Offered	
	Monthly	PA
Basic	7,500	90,000
House Rent Allowance	3,000	36,000
LTA (Monthly)	625	7,500
Special Allowance	6,320	75,836
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**Bonus Amount is representative and actual payout will be based on eligibility and as per the provisions of The Payment of Bonus Act

