TRINITY
CYCLES FOR ALL

TRINITY CYCLES INDIA PRIVATE LIMITED
CIN No. : U74999PN2016FTC165503
PAN No: AAFCT8355B
Regd Off.: Plot No. PAP-68 Phase 1, M.I.D.C.
Khandala, Near NIPRO Company, Dhangarwadi,
Tal.: Khandala, Dist. Satara. 412 801 (MH) India.
Mob.: +91-99751 59494 / 98270 50999
Email : info@trinitycycles.in / cs@trinitycycles.in

Date: 20-01-2022

To,
Mr. Pramod Kumar Sinha,
House No.C-45,1st Floor,Sector 39-Noida
,Near Golf Course Metro Stn.Noida,201301 UP.

Dear,Mr. Pramod ,

With reference to your application and subsequent discussions you had with us, we are pleased to confirm your appointment **"Zonal Manager North (Channel Management)" Noida-UP"** on the following terms and conditions.

1. Date of Appointment is **17th January, 2022.**
2. Work Time: 9 Hours including 1 hour lunch break
3. Your Basic Salary and other allowances break-up will be as follows:

PARTICULAR	P/M	P/A
BASIC	45000	540000
DA	10000	120000
HRA	12000	144000
CONV ALL	7250	87000
EDUCATION ALL	10000	120000
MEDICAL ALL	5000	60000
CANTEEN ALL	750	9000
GROSS SALARY(A)	**90000**	**1080000**
PF EMPLOYEES CONTRIBUTION	1800	21600
PROFESSIONAL TAX	200	2400
TOTAL DEDUCTION (B)	2000	24000
NET SALARY (A-B)	**88000**	**1056000**
PF EMPLOYERS CONTRIBUTION-**(C)**	1950	23400
CTC- (A+C)	**91950**	**1103400**

4. Your present place of work will be at our factory premises at **Plot No. PAP-68, Phase-1, MIDC Khandala, Near Nipro Company, Dhangarwadi, Taluka-Khandala, District-Satara and work Location will be UP**.But during the course of the service, you shall be liable to be posted /transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.
5. You will be on probation for period of **06 (Six Months),** based on assessments, you will be confirmed or extended if deemed necessary, at companies discretion. While on probation this appointment may be terminated by giving **one month notice or one month salary in lieu of notice period.**
6. You will be also covered in Employees Provident Fund Scheme, 1952 and Employee's Pension Scheme, 1995, Employees State Insurance Scheme, Company's Personal Accident Insurance Scheme and the benefits under these schemes wherever applicable.
7. If your performance is not found satisfactory to the management then management is entitled to issue **one months' notice** to improve your performance. During the said period your performance is not improved management is entitled to terminate your employment with immediate effect.
8. After your services have been confirmed, your appointment may be terminated either way by giving **one months' notice or one month's salary in lieu of notice period.**
9. You will be governed by the Rules laid down by the Company from time to time with regard to working conditions like working hours, leave, holidays, etc. You will be required to abide by the administrative instructions and rules and regulations as in force from time to time for the effective and smooth working of the organization.

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10. You need to have a confirmation on mail only from your General Manager/ Managing director if any special leave required, sanction of leave should have minimum 7 days prior intimation except in case of some emergency.
11. Absence for a continuous period of **10** days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.
12. You will produce discharge certificate from your present employer before joining.
13. You will be responsible for the safe keeping and retaining in good condition of our properties such as tools, equipments, instruments, papers, documents, books, uniform etc., which may be in your use, custody, care or charge. We shall have the right to deduct the money value of all such items from your dues and take such other action, as we deem proper in the event of your failure to account for such property to our satisfaction.
14. You shall be liable to work in any of three shifts and whatsoever shift or duty hours that may be fixed in your case from time to time.
15. During your employment with the Company, you will be required to devote the whole of your working time, attention and abilities to the service of the Company exclusively and shall not, without the Company's consent, accept any additional employment or engage directly or indirectly in outside activities.
16. As a condition of your employment with the Company, you will abide by the undertaking governing the no-divulgence of information of confidential nature. The conditions of this undertaking as well as the bio-data information are attached to this appointment letter and form part of this appointment and you are required to sign these documents and return one copy to us. Upon termination of your appointment or resignation, you will return to the Company all papers and documents which at that time be in your possession relating to the business or affairs of the Company and will not retain any copies or extracts there from.
17. You will abide by the Company's rules, regulations and agreement as may be applicable to employees of your class in force for the time being, as also those, which may be framed from time to time.
18. You are strictly not allowed any personal calls, massaging, chatting, surfing anything else except for company work, if found doing so warning letter will be issued and your mobile and computer can be checked by the company management.
19. On attaining the age of **60 years,** you shall retire from the service and you shall have no claims to be continued in the service of the company thereafter.

This letter of appointment is being sent to you in duplicate, for you to return us a copy thereof duly signed by you, in token of your acceptance of our offer along with your letter of resignation acknowledged by your present employer.

Thanking you,

Yours faithfully,

FOR TRINITY CYCLES INDIA PRIVATE LIMITED

Authorized Signatory

I have carefully read the terms and conditions of my appointment letter. I have understood the same and I accept them entirely.

Date: 20.01.2022

Signature of the employee