

Date: 20-Sep-17

SMG/HR/921786

Mr. Thakor Nareshji
S/o. Chhaganji
Address- Thakorvas, Untava, Ta.Kadi, Dist.Mehsana, Gujarat, 382715


Subject: Fixed Term Contract ("FTC")

Dear Mr. Thakor Nareshji

Further to your application and subsequent interview you had with us. We are pleased to offer you a "Fixed Term Contract" to work with Suzuki Motor Gujarat Private Limited (hereinafter referred to as "Company").

Your engagement shall be subject to the following terms & conditions:-

1. Your engagement is purely temporary in nature and has arisen due to fluctuating business needs and exigencies of work.
2. Your engagement with the Company shall be subject to your passing of ITI exams in all subjects and there should not be any carried forward or backlog of pending ITI exams.
3. Your engagement will be for a fixed period of 7 (seven) months with effect from **20-Sep-17 to 19-Apr-18 (inclusive of both days)**, and shall stand automatically terminated on the expiry of the said stipulated time period or even earlier at the discretion of the Company.
4. It is clearly understood and agreed by you that this fixed term engagement shall not vest any right in you to seek continuation or absorption in regular service of the Company on the expiry of this Fixed Term Contract of 7 (Seven) Months with the Company. This engagement being for fixed term and temporary in nature shall come to an end automatically without any further notice.
5. You will be posted at our Hansalpur plant, near Becharaji; however, based on the business needs you may be transferred to any factory establishment of the Company. You will be paid monthly remuneration as per Annexure 1.
6. You will be governed by the Company's rules and regulations as applicable, enforced, amended or altered from time to time during the course of your engagement with the Company. If any of the terms and conditions set forth in the Company's rules and regulations is contrary to the terms and conditions of this letter including Annexure -1, the terms and condition set forth in Company's rules and regulations in respect to FTC shall prevail.
7. During your engagement with the Company you will be governed by the terms and condition of the Model Standing Order as per schedule 1 of the Gujarat Industrial Employment (Standing Order) Rules, 1961 which may be adopted or modified by the Company in the future and your acceptance of this Fixed Term Contract carry with it your agreement to abide all such condition of service and said Model Standing Order.
8. Your engagement is also liable to be terminated forthwith, if at any time during the period of your Fixed Term Contract your attendance performance, conduct and/or general behavior is found to be unsatisfactory.
9. Notwithstanding to the provisions of Clauses 3 & 8 herein above, your fixed term contract shall be liable to be terminated at any time during its validity without assigning any reason, notice or compensation in lieu thereof.
10. You will be covered under the Employee Provident Fund & Miscellaneous Provision Act and Employee Compensation Scheme.



Regd. / Plant :
Block No. 334/335,
Hansalpur, Nr. Becharaji, Mandal,
Ahmedabad - 382130, Gujarat, India.

Email :

Annexure 1 – Details of Remuneration

Particulars	Amount
Basic	7,500
Conveyance Allowance	700
Supplementary Allowance	2,600
Attendance Incentive*	1,200
Monthly Gross	12,000
PF	900
Total Monthly Remuneration	12,900


* Payout will vary based on actual Attendance, as per the Company rules. Amount indicated is calculated at 100% achievement of Attendance Norms.


(Abhay Joshi)
GM-HR & General Affairs

(Signature of FTC)

1. Your engagement shall be further subject to you being found medically fit by the Company's Medical Officer. The Company reserves the right to have you medically examined again after your joining or at any time during the course of your engagement with the Company.
2. You shall at all times maintain absolute integrity and devotion toward your duty and conduct yourself in a manner conducive to the best interest's credit and prestige of the Company. You will always maintain absolute secrecy with regard to the operations and affairs of the Company.
3. You will be liable to be transferred from one post to another, from one department to another, from one place to another, from one job to another, from one shift to another and from one unit establishment branch to another belonging to or managed or operated by the Company anywhere in India whether such establishment branch unit sister concerns or otherwise is in existence at any time of your engagement or is opened thereafter.
4. During your engagement with the Company you will not work anywhere else directly or indirectly or on part time basis or otherwise.
5. In case you are absent, during the validity of this contract, for 8 (eight) days or more consecutively, without written permission from the concerned authorized officer of the company, you shall be deemed to have left and abandon your services. Such automatic relinquishment of the Fixed Term Contract shall be deemed as repudiation of this Fixed Term Contract by you and not as a termination of service by the Company.
6. If any of the declarations made and/or furnished by you are found at any time later to be false then you will be liable for strict disciplinary action as per Company's rules which may include but not limited to termination of this Fixed Term Contract.
7. If you are agreeable to the aforesaid terms and conditions, please return the duplicate copy of this letter duly signed and acknowledged as token of your acceptance.

Sincerely Yours.
For Suzuki Motor Gujarat Private Limited


Abhay Joshi
GM-HR & General Affairs

Enclosure: Annexure 1 – Detailed breakup of Remuneration

Declaration by the Employee:-

I accept the aforesaid terms and conditions of my engagement with the Company under the Fixed Term Contract which have been duly read by me and explained to me and I have fully understood its implication. I say that the terms and conditions contained in this letter are hereby accepted by me in totality.

I also solemnly affirm and undertake that I will not indulge in any unlawful activity including but not limited to demonstration dharna, strike, gherao against the Company and/or its officials, directors and will always abide by the rules and regulation and disciplinary norms of the Company as amended from time to time.

Signature

Name

Date

Place