



KIRLOSKAR COMPUTER SERVICES LTD

KCSL:ADMN:PROB:06:89

16 June 1989

MR. E. SENTHIL KUMARAN
977/1, II CROSS
K. N. EXTENSION
BANGALORE 560 022

Dear Sir,

Letter of Absorption

We have pleasure to inform you that you have been appointed as **Junior Engineer (CAD)** with effect from 01-06-1989 subject to the following terms and conditions:-

1. You will draw a salary of Rs. 900 in the Pay Scale of Rs. 900-110-2000-130-2910, Dearness Allowance of Rs.390 & House Rent Allowance of Rs.400 per month. Payments to you will be made through Bank.
2. You shall be on probation for a period of 12 months from the date of absorption which may be extended at the discretion of the Company. On completion of the probationary period and if your work is found satisfactory, you will enter into a service agreement with the company for a period of 3 years as per the copy of the standard service agreement herein enclosed. If at the end of the probationary period, you are not offered service contract, you will continue to be on probation till you are issued with a Letter of Confirmation or Letter of Termination.
3. On satisfactory completion of the probationary period you will be issued with a letter of confirmation. However, your services are liable to be terminated at any time with a notice of three months or salary in lieu thereof after confirmation.
4. In addition to the Terms and Conditions of your appointment, you shall be during the period of your service, subject to Rules and Regulations Standing Orders as may be framed by the Company from time to time.
5. You will not at any time or under any circumstances impart to any person any information regarding the Company's business or position, prospects or affairs of the Company and will not pledge

the credit of the company for any purpose whatsoever. You will not remove, disclose, divulge or make public in any manner, processes, methods, secrets, information, know-how, knowledge, etc. relating to manufacture, trade and business of the company.

6. You will have to work in any of the departments or sections of the company and if required, you will also have to work in branch office of the company in Bangalore or outside whether now in existence or established later.
7. You shall be required to work in any shift.

If the above terms and conditions are acceptable to you, please return the duplicate copy of this letter in token of your acceptance of the Terms and Conditions of the appointment.

Yours faithfully,
for KIRLOSKAR COMPUTER SERVICES LIMITED,


SECRETARY

I have gone through the terms and conditions
and I agree to abide by the same.
