

Date: 21 July 2021

OFFER LETTER

Dear Parthiv Manepalli,

Further to your interview, we are pleased to offer you Apprenticeship in Environment - Water and Waste Water Solutions division at Thermax Limited. .

Congratulations for the same !!!

As a **Graduate Apprentice Trainee**, We are pleased to make the enclosed offer.
Your monthly emoluments will be as per Annexure A mentioned below.

This appointment is subject to-

- a. you being found medically fit by a registered medical practitioner and
- b. you successfully passing your Engineering course in the current academic year in the first attempt.

Please provide your acceptance to this offer by signing the enclosed copy and returning it to us in next 7 days.

Yours sincerely,
For Thermax Limited.

Harshada Andhare
HR Business Partner - C&W WWS

Signature :



Date : 21/07/2021

ANNEXURE – A

(I)STIPEND

During the apprentice period you will be paid a stipend of **Rs. 15,000/-p.m.** You will also be paid an accommodation allowance of **Rs. 3000/- p.m.**

(II) BENEFITS

1.Period of Training: You will be on apprenticeship of 12 months from the date of joining. On successful completion of your apprenticeship, you will be given a certificate as per the provisions of the Apprentice Act, 1961

2. Working Hours: The timing of our general shift is 0840 hrs to 1740 hrs. However, please note you will be governed by working hours as decided by the company to suit its business needs.

3. Travel: Whenever you are required to undertake travel on official purpose, you will be reimbursed travel expenses as per Company policy as applicable to your Grade.

4. Leave: You will entitled to 21 days of leave which should be availed only after approval from your supervisor.

5. General: The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

Yours sincerely,
For Thermax Limited.

Harshada Andhare
HR Business Partner - C&W WWS

I Parthiv Manepalli state that I have understood the terms and conditions mentioned herein above and I accept the same.

Signature : 

Date : 21/07/2021