

Regd Office:

9 Cathedral Road
Chennai 600 086 India
Tel + 91 44 2812 8500
www.sanmargroup.com
CIN U24230TN1985PLC011637

20th August 2021

Mr L Boobalan
40, Merupudhur
Vellankovil, Gobichettipalayam
Erode
638054

Dear Boobalan

OFFER OF APPOINTMENT

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Engineer (Trainee)** based at **Mettur** on the terms and conditions given below:

COMPENSATION AND BENEFITS

From the date of your joining duty, you will draw a basic salary of **Rs 11000/- (Rupees Eleven Thousand only)** per month, plus allowances and benefits. These allowances and benefits, and the other terms and conditions of your employment will be as per company policies as applicable from time to time.

TRAINING PERIOD

You will be on training for a period of **12 months** from the date of your joining duty. During this period, your training can be terminated by **three months'** notice in writing by either side. On successful completion of training, you will be considered for appointment, in a suitable position. If your performance is found unsatisfactory during training, your appointment may stand terminated without any notice or compensation in lieu thereof. You should successfully complete your Engineering with an overall aggregate of at least 60% without any history of arrears failing which your appointment will be terminated without any notice or compensation in lieu thereof.

Your compensation will be reviewed in future as per company policy.

You will abide by the rules and regulations of the company as may be in force from time to time.

TRAINING PROGRAMME

You will undergo a detailed training. The training is designed to expose you to all our products, production facilities, technical inputs, concepts, and other related information.

P. Venkatesh

L Boobalan

ALLOCATION

Chemplast Sanmar Limited reserves the right to place you in any of the Group Companies at any location. This allocation will be done after reviewing your performance, aptitude, attitude and business requirements.

CONFIDENTIALITY OBLIGATIONS

By virtue of holding a position as **Engineer (Trainee)** in the company, you will have access to technical know-how, technical data, manufacturing process, product design, engineering and other trade secrets etc., of the company / and / or its group companies. Hence, you are required to execute the attached undertaking on Confidentiality Obligations at the time of joining.

Your appointment is also subject to your being found medically fit. You are required to undergo all medical tests as will be directed by the company. When you report to duty, please bring with you original certificates relating to education, two passport-size photographs and the medical fitness certificate.

Please return the duplicate copy of this offer duly signed by you in token of your acceptance of these conditions.

We are sure that, through this intensive training you will equip yourself to meet the exciting demands of the organization and we wish you a bright career and mutually rewarding association.

We welcome you to share this challenge.

For Chemplast Sanmar Limited



S Venkatesh

Senior Vice President - Human Resources