

# PRAGATI DEFENCE SYSTEMS PVT LTD.

CIN: U29270CT2021PTC011232

408, Landmark Complex, Karbala Marg, Bilaspur-495001 C.G.

Ph. 07752 247695 (M) +91 7389691188

Email: [contact@pragatidefence.in](mailto:contact@pragatidefence.in) | Web: [www.pragatidefence.in](http://www.pragatidefence.in)



Date: 29/04/2023

## Offer Letter

Dear **Kunal Dewangan**,

Congratulations! We are pleased to confirm that you have been selected to work for **M/s Pragati Defence Systems Pvt Ltd**. We are delighted to make you the following job offer:

The position we are offering you is that of **Senior Production Engineer** with an annual cost to the company of **3,00,000/-**. This position reports to **Mr. Naman Agrawal, CEO**.

We would like you to start work **immediately**. Please report to **Naman Agrawal** for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by 01/05/2023 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of **Pragati Defence Systems Pvt Ltd**, and look forward to working with you.

Sincerely,

Naman Agrawal  
CEO



Accepted by:  
Kunal Dewangan

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## Annexure A

### 9. Posting and Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

### 10. Probation

That you will be on probation for a period of **three months**. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

### 11. Full time employment

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

### 12. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

### 13. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

### 14. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

### 15. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

### 16. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving three months (90 days) notice or salary in lieu thereof.

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Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items. Upon resignation/termination of employment, you will also return all company property, which may be in your possession. Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

- If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company. For loss of confidence in you by the company for any of the act committed by you.
- If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.
- If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude. \* If you commit any act prejudicial to the continuing good relationship between you and the company.
- If you commit breach of any of the terms of this letter of appointment.

## 9. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

## 10. Service Period

This appointment is given to the employee on the assurance that he / she will serve the Organization for a minimum period of one year. In the event if the employee leaves the employment without serving a mandatory minimum period of one year, he / she shall be liable to pay the company sum of Rs. 10,000/- towards compensation.

## 11. Non-Compete

During the term of this Agreement and for a period of Twenty four (24) months following the removal or resignation from the Company the employee shall not, directly or indirectly, in any manner whatsoever engage in any capacity with any business competitive with the Company's current lines of business.

## 12. Performance/Site Allowance

Performance Allowance will be paid as per the policy.

## 13. Annual Increment

Your annual salary increment will be a minimum of 2% and upto 10% depending upon the performance and appraisals

## 14. Bonus/ Commissions

You will be entitled to a bonus/ promotion along with commissions for any business development activity.

## 15. Medical Insurance

You will be entitled to group insurance for permanent employees.



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## Annexure B

This is your expected monthly salary structure.

### Earnings

Salary Component	Amount/ month	Amount/Annum
Basic Salary	16,100	1,93,200
HRA	3,000	36,000
Special Allowance	2,000	24,000
Other Allowance	3,000	36,000
PF Contribution from Company	900	10,800
<b>Total</b>	<b>25,000/-</b>	<b>3,00,000/-</b>
<b>Performance Linked Pay (annual)</b>	<b>-</b>	<b>16,100/- (minimum)</b>

### Deductions

Deductions	Amount/ month	Amount/Annum
Statutory PF Contribution	900	10,800
HRA	0	
<b>Total</b>	<b>900</b>	<b>10,800</b>
<b>Net Salary</b>	<b>24,100/-</b>	<b>2,89,200/-</b>

### Annual Performance Appraiser

Salary Component	Max rating	Bonus in % of annual C2C
Productivity	5	1.0
Integrity	5	1.0
Creativity	5	1.0
Communication	5	1.0
Attendance	5	1.0

