



KEMIN INDUSTRIES SOUTH ASIA PVT LTD

CIN U17100TN1998PTC040600

#C-3, 1st Street, Ambattur Industrial Estate

Chennai - 600 058

Tamilnadu, India.

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13<sup>th</sup> September, 2019

Mr. Manikandan S V  
S/o Mr. Sundaramurthy  
No.22, Maheshwari Rd, Devi Nagar  
Avadi, Tiruvallur, Chennai: 600109

Dear Manikandan,

Fixed Term Engagement Letter

With reference to your application and subsequent interviews you had with us, we are pleased to engage you on a Fixed Term as per the below mentioned terms and conditions;

Position : Trainee - HR  
Location: Chennai  
Tenure: 1 year. [From 16/09/2019 to 16/09/2020]

1. Remuneration: You will be paid the remuneration as per the details annexed herewith, subject to TDS as per the provision of IT Act.
2. Your engagement with us is for a fixed period of 1 (One) year and your engagement will commence on 16/09/2019 and will end on 16/09/2020 without any further explicit written communication or intimation thereof.
3. You are governed by the prevailing company policies, rules and regulations as applicable to you at all times.
4. Your engagement is subject to termination by 15 days' notice on either side or 16/09/2020 whichever falls earlier or payment in lieu thereof. Your engagement shall be subject to termination in the event of breach of any rules or misconduct and in such case, you will not be entitled to any notice pay or compensation thereof. Further company shall be within its right to initiate appropriate disciplinary actions as it thinks fit.
5. Your engagement is subject to your continued medical fitness as assessed by the Medical Officer authorised by the company at the instance of the management.
6. You will be required to carry out all such jobs and duties as may be assigned to you from time to time. You are required to maintain flexibility of manning and combination of jobs including multi-skills as and when required by the Company with a view to enhance optimum utilisation of manpower and eliminate wastage or to increase operational efficiencies / productivity.

If the above-mentioned terms are acceptable to you, please sign on the duplicate copy of this offer and return to us indicating your acceptance of the terms and conditions of the engagement.

for KEMIN INDUSTRIES SOUTH ASIA PVT. LTD.,

Sreejith Janardhanan  
Vice President Finance & Company Secretary

Encl: Annexure – Remuneration