



# HIGH-TECHNEXT ENGINEERING & TELECOM PVT. LTD.

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Ref. No.: HTN/2021-22/271B

Date: 25.10.2021

## Appointment Letter

Mr. Prayank Tiwari

Congratulations! Based on the interview you have had with us we are offering you the position Of "Site Engineer" under the following terms & conditions:

• **Commencement date:**

Your date of Joining will be effective from the date of 25<sup>th</sup> October, 2021.

**1. CTC:**

Your Package is INR 12,000 (Negotiable) + Accommodation + T.A. per month subject to deduction of Tax at source.

**2. Working hours:** As per the project need

**3. Job Location:** Pan India

**4. Notice period:** 30 days or salary in lieu of from either side.

**5. Job assignment/ Reporting:** In your assignment, you will be responsible for the duties 'Site Engineer' as more particularly laid out in the job description for this position. You will report directly to the Team Leader / Project Coordinator / project Manager nominated by the management.

**6. Job Details:** RF Survey, EMF Survey, LOS Survey, UBR Survey, BTS Installation & Commissioning, Microwave Link, 3G & 4G Implementation, Battery bank Installation, LCRM, IBS Work & other telecom related work.



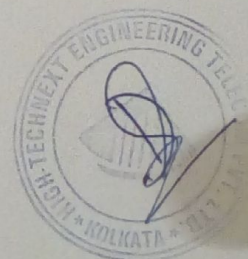


## 6. Probation, Confirmation & Termination:

- a. You will be on probation for a period of 3(three) months from the date of your appointment, where after your services are found satisfactory you will be confirmed by means of a written information. The management reserves the right to reduce, dispense with or extend your probation period at its absolute discretion.
- b. (i) During the probation period or extended period, an employee will be liable to be discharged from the company's services at any time with 30 days prior notice. An employee is also bound to provide the company with 30days notice during which period he/she may have to actually work. The company does not encourage adjusting notice period against either leave or forfeiture of salary.  
  
(ii) Upon confirmation your services are liable to be terminated by the company after providing you 2 month's notice or payment of basic salary in lieu thereof you shall also be bound to provide the company with 2 month's notice prior to resignation during which period you may have to actually work. The said period will not be adjustable either against leave or forfeiture of salary.  
  
(iii) If the exigencies of work so require the company may not relieve you earlier than the expiry of the entire period of notice. It shall, however, be open to the company to accept your resignation with effect from any date earlier than the one offered by you in your resignation letter.  
  
(iv) The company will have the right to terminate your employment without notice or payment of salary in lieu thereof if. You commit any breach of your duties and responsibilities under this contract or service, you are guilty of any gross default or misconduct which contravenes the expressed or implied conditions of your employment; and you commit breach of any of the terms of clause of this appointment letter.

7. **Acceptance:** please sign and return the duplicate copy of this letter and annexure as a token of your Acceptance of the terms & conditions mentioned herein.

If you fail to indicate your acceptance within a week from the date of the offer letter this offer of employment will be deemed to have been withdrawn and cancelled.



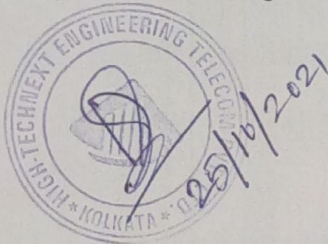


## Terms:

During this period if any employee leaves the company due to any reason he/she will not be eligible for any salary from the company. The employee must have to return his/ her offer letter from our company when he/she will get his/her offer letter from our client. Company will not be responsible if any employee resigns from his work.

Company can shift employees in any project as per the company norms. If any employee returns from his assigned project for any reason company will not take any responsibilities for him/her. During probation period if any employee left his/her job considered as NO WORK, NO PAY, NO ADVANCE basis. The company will try to place you as per your expectation, but if the company unable to do that then you and anybody from your side can't blame the company or company's any staff. Your employment is transferable to any place in the country or at the sole company's associate or sister concern or its subsidiary client location at sole direction of the management of the company.

For High-Technext Engineering & Telecom Pvt. Ltd.



[HR Dept.]

I accept the appointment on the terms & conditions contained herein

and will report for Duty on ...25/10/2021.....

Name

PRAYANK TIWARI

Signature

Prayank  
tiwari

Date

25/10/2021