

Date: 17th April 2016

To:

Mr. Ravikrishna Chandramohan Shetti,

Dear Mr. Ravikrishna Shetti ,

Welcome to the family of Galfar Aspire.

With reference to your application and the discussions we had we have pleasure in offering you the position of **Engineer - Grade: B3** on the following pay, perquisites and terms and conditions:

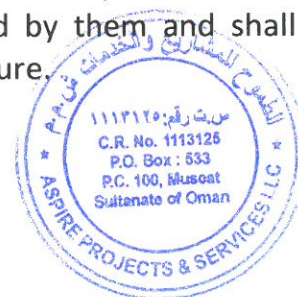
1. You will be paid as follows :

- Basic Salary of **RO.150/-** (Rial Omani One Hundred Fifty Only) per month.
- **RO.75/-** (Rial Omani Seventy Five only) as Fixed Monthly Allowance
- **RO.50/-** (Rial Omani Fifty only) as Weekend Allowance (only Saturday working).

2. You will be on probation for a period of Three months, during which period your suitability to hold the position will be appraised. During the period of probation, if you are found unsuitable, you will be repatriated at your own expense without any notice or pay in lieu thereof.
3. You will be on bachelor status and the company will provide you free furnished bachelor accommodation with electricity and Water.
4. You shall be provided with Joining Ticket. Upon completion of every Twelve months of continuous and incessant service, you will be eligible for 30 (Thirty) days of paid leave with annual excursion airfare in economy class.
5. You shall be eligible for gratuity as per laws in vogue from time to time.
6. During the period of your service with the company, medical expenses for self in Oman with the exception of cost of spectacles, contact lens, cosmetic, dental treatment shall be borne by the company.
7. You shall comply with the requirements of Health, Safety and Environment (HSE) and Quality Management System procedures of the Company. Any penalties imposed on you consequent to the violation of the provisions in the above shall be binding on you.



8. The employment / service contract offered to you is valid for a period of two years and is renewable on mutual consent. During the period of contract, the Company and you have the option to terminate the contract at any time by giving one month prior written notice or notice pay.
9. Your request, if any, for repatriation prior to the expiry of the contract period, the same shall be considered favorably and the cost of return journey will be borne by you.
10. During the period of contract, you will not be allowed to take up any employment either directly or indirectly whether for gainful purpose or otherwise with other organizations and including Group companies of Galfar in Oman.
11. You will be required to reimburse the company the cost of investment made by the Company, if any, for training and such courses in the event of you are leaving the Company within one year from the date of completion of such training course/s.
12. This offer of appointment shall be subject to the prevailing Labor and Immigration rules of Sultanate of Oman.
13. In all the matters including those not specifically stated in this letter of offer you will be governed by such rules and regulations as may be applicable to personnel of your category in the company's employment and are in force for the time being and as may be framed from time to time.
14. All the payments, perquisites and recoveries shall be guided by the company rules, which are in force from time to time.
15. Any change of your residential address and such contact details shall be intimated to us in writing within one month of such change.
16. This offer letter has been issued on the basis of the information furnished by you in your various communications to us. If it is found that the information furnished by you is untrue or incorrect, the company reserves the right to terminate your services without any notice or any compensation in lieu thereof.
17. The Passport of the worker, being the property of the Government of India, shall be made available to the worker any time on demand. In case of dispute Indian Missions shall decide the subject matter.
18. The employer will be responsible for obtaining valid entry permit for the employee, and in case the employee is refused continuation of employment in the country, the Employer shall repatriate the worker to his home country by Air Passage provided by them and shall pay the worker all his dues till the date of his departure.



19. Payment of compensation to the employee in case of disability, permanent injury arising of and incurred while on duty will be provided for in accordance with the local labour laws. In the event of death of the employee, the Employer will make suitable arrangements for disposal of the dead body and for sending his personal belongings, dues, and legitimate savings to his dependent relatives in India at Employer's cost.
20. Your place of work shall be anywhere in Sultanate of Oman. However, the Company has the right to transfer your services to any Group Company in Oman and or outside.
21. **The details regarding your salary and other perks are matters concerning only you and the company and as such are to be kept confidential.**

Your joining with us shall also be subject to your medical fitness, which will be ascertained after a Medical examination to be carried out by the Ministry of Health in the Sultanate of Oman upon reporting to us for joining.

If the above terms and conditions are acceptable to you, kindly sign and return the duplicate copy of this letter as a token of your acceptance of our offer.

We once again welcome you to Aspire Projects & Services LLC and look forward to long years of a mutually rewarding and satisfying association.

Thanking you,


Vivek Wagh
General Manager
Aspire Projects & Services LLC



I hereby accept all the terms and conditions of this offer.

Name of the Candidate & Signature

Date :