

Ref: NCLIL/HR/2023-24  
Date: 19<sup>th</sup> April 2023

To  
**Mr.K Jaya Ram**  
**22-15/1-28A/1,**  
**Bhanunagar,**  
**Vijayawada**  
**Cell: 9347452820**

Email ID:jayaramkokkeras@gmail.com

**ORDER**

This has reference to your application and subsequent interview you had with us, we are pleased to offer you training as a **Graduate Trainee (BSc MPC)** based at **Mattapally, Suryapet District, Telangana** on the following terms & conditions:

1. The company will impart training for a period of ONE YEAR for enabling you to learn the work. The company will be the sole judge of nature, mode, method and period of training. The training commences on 03<sup>rd</sup> July 2023.
2. The period of training stated in Clause-1 shall be liable to be extended or dispensed with at the discretion of the company.
3. The training will not confer any right of employment on you or any obligation on the company to give you employment.
4. During the period of training, the company will pay stipend of Rs.14000/- (Indian Rupees Fourteen Thousand only) per month, provided you show adequate aptitude for learning and your conduct is satisfactory. No other allowances or benefits be payable to you and you are not eligible for any facility or perquisites like regular employees.
5. During the period of training you shall be subject to strict discipline and shall be bound to observe the same. You shall obey the rules and regulations of the company.
6. During this period the company may at any time discontinue your training if in the opinion of management having regard to your progress, discipline and otherwise you are considered not fit to be retained for future responsibility with the organisation.

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Regd. & Corporate Office: 7th Floor, NCL Pearl, Near Rail Nilayam, S.D. Road, Secunderabad-500 026. Telangana, India,  
T : 91-40-30120000, 2980 7868/69, Fax: 91-40-2980 7871, E-mail: ncl@nclind.com | Website : www.nclind.com




*Continuation Sheet...*

7. The training shall be given to you on all working days during the general and shift work hours and such hours shall be alterable at the sole discretion of the management.
8. During the period of training, you have to make your own transport arrangements for reaching the works.
9. You are liable to be transferred from one department / section / organization to another depending upon the exigencies of work.
10. You will be allowed Paid Leave of 7 days per annum besides holidays as observed at the respective location and you will not be eligible for any other kind of leave.
11. If any dispute or difference arising out of this training, the decision of the Management shall be final.
12. The period of training will not be counted for any purpose.
13. During the training period, training can be discontinued by either side, by giving one month notice in writing in advance, or one month payment in lieu thereof.
14. Please sign a copy of this letter in acceptance of the offer.

**For NCL INDUSTRIES LIMITED**

  
**M. Nagaraju**  
**General Manager – HR & GA**

  
I accept the above terms and  
Conditions of the Training.

**(K Jaya Ram)**

**Annexure – 1**

Name of the Candidate : Mr. K Jayaram  
Proposed Designation : Graduate Trainee (BSc- MPC)  
Location : Hyderabad  
Joining Time : 03.07.2023

**Proposed CTC**

Description	Per month	Per Annum
Basic	7689	92268
House Rent Allowance	3076	36912
Professional Pursuits Allowance	0	0
Other Allowance	3235	38820
Gross Per Month	<b>14,000</b>	<b>168,000</b>
<b>Employee Benefits</b>		
Employers's Contribution to EPF/EPS	923	11076
ESI (Employers's Contribution)	455	5460
Leave Travel Allowance (LTA)	0	0
Bonus	0	0
Gratuity	0	0
Total CTC	<b>15,378</b>	<b>184,536</b>
<b>Employee Deductions</b>		
Employees's Contribution to EPF/EPS	923	11076
ESI (Employees's Contribution)	105	1260
Professiona Tax	150	1800
Take Home Salary	<b>12,822</b>	<b>153,864</b>

**For NCL INDUSTRIES LIMITED**

  
**M. Nagaraju**  
General Manager – HR & GA

Accepted

(K Jaya Ram)