

Sr. No	Student Name	Placement/ Progression to HE	Name of the Employer/ HE Institution	Pay Package/ Program
20.	KutwalVaibhav Anil	Placement	Kirloskar Company, Baramati	3,50,000

Corporate Office  
No. 73/1, 13th Floor, Sunrise II  
Brigade Metroplex, Gurgaon Sector 14  
Mahatma Jyoti Bapu Marg, Gurgaon - 122 002  
Tel: +91 80 48407000

Date: 02-07-2024

Employee Code : JH140949  
Name : Vaibhav Anil Kutwal  
Location : PUNE

**LETTER OF EMPLOYMENT**

Dear Vaibhav Anil Kutwal

We, Adecco India Private Limited "Adecco" are pleased to offer you an employment with our organization as **ASSOCIATE** for a fixed period of employment ("Contract"), on the following terms, conditions and understanding that:

- Your appointment is effective from the date of joining i.e. **18-06-2024** and the term of your employment is valid up to **31-03-2025** unless renewed or terminated in writing by Adecco, as stipulated under the standard terms appended to this Contract.
- You will be deployed at Adecco or its client's premises and you shall report to work on **18-06-2024** at 9:00 a.m. at **Kirloskar Pneumatic Co. Ltd.**
- Adecco may transfer you in any such capacity as deemed appropriate from time to time, at the instance of its clients or otherwise. In such event, you will be governed by the terms and conditions of service applicable to the new assignment or client. Notwithstanding anything mentioned in section 1 of this letter of employment, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.
- This Letter of Employment is subject to your successful completion of all requirements including BGV, training etc., as stipulated by Adecco or its clients from time to time.
- Details of your remuneration/salary break up with components are enumerated as per the enclosure attached herewith.
- Your appointment is for a specific period as stated above and no notice or pay in lieu thereof or retrenchment compensation will be payable to you at the end of the Contract tenure.
- You will, with effect from 18-06-2024 be deputed by Adecco to work at the client's office/ premises at any of client's existing or new locations (either onsite or offsite). Should there be a change in the reporting location, you will be notified of the same at least a day in advance.
- You are required to comply with the code of conduct or related policies of Adecco and the Client "Code of Conduct" where you will be deployed. You will be governed by the policies of the client's organization with respect to leaves, holidays and other establishment related policies. Adecco's code of conduct could be found at <https://www.adeccogroup.com/our-group/about-us/code-of-conduct/>
- In addition, to the terms of appointment mentioned above, you are also governed by the standard employment rules of Adecco, which are attached along with this letter. The combined rules and procedures as contained in this letter and the annexure will constitute the standard employment rules and you are required to read both of them in conjunction. Your net/gross salary AICTE reimbursement amount, if any, shall be credited to your savings bank account.
- You are required to sign and share a signed copy of this Letter of employment as acknowledgment and acceptance to the terms herein, either physically or digitally as recommended by Adecco from time to time. These terms and conditions would be deemed accepted/acknowledged in case we do not receive your response within 15 days from the date of issue of this letter.

