



o2h/HR/2122/RET/263  
20<sup>th</sup> September 2021

Dear Mr. Vaibhav Shelar,

With reference to your application and our subsequent discussion in the same context, we are very pleased to offer you a contractual assignment as a Trainee – Civil Engineer in our projects development at o2h Discovery Pvt. Ltd. on the following terms and conditions:

1. The assignment will be for the fixed term contract of 3 months. Your contract for services will be valid for the period from 4<sup>th</sup> October 2021 until 31<sup>st</sup> December 2021.
2. You would be required to work in shifts. On occasions, you would be required to work in First shift (07:00 am to 03:00 pm) or General shift (09:00 am to 06:15 pm) or Second shift (02:00 pm to 10:00 pm) or Night shift (10:00 pm to 7:00 am) as per the business needs.
3. The assignment, which we are offering you, is to temporarily assist the projects team for development of o2h site related activities.
4. During the contract period with us, you shall receive a monthly consolidated contractual consideration of **INR. 20,000/- (INR. Twenty Thousand Only)**. **Additional TDS of 10% on professional charges under Sec. 194C will be applicable.**
5. It is explicitly understood that the essence of this contract is your performance of the responsibilities assigned and that the qualitative and quantitative performance alone shall form the basis of continuation of your contractual assignment with the Company. In the event of desired and expected performance not forthcoming from you, the Company reserves its right to terminate your contract.
6. It is expected that you shall demonstrate the highest level of integrity in the conduct of the company's business and the discharge of the responsibilities entrusted to you during the course of your assignment with the company. This includes besides financial integrity, the compliance with the company's norms and rules, the total compliance with the systems and procedures prescribed for the conduct of business procedure and office maintenance and administration. Should the company come across any act of violation or lapse on your part which has caused loss to the company, whether financial or otherwise, and which may have been committed by you either knowingly or unknowingly, willingly or unwillingly, intentionally or unintentionally and which may be found to be fraudulent in nature, your contract shall be liable for termination forthwith without allowing for or giving any notice period as may be otherwise required. You shall, also in the event of such an occurrence, be liable to make good the losses of the company include direct, indirect and consequential losses, if any, arising out of your action.
7. Notwithstanding anything stated above, your contract for service might be extended beyond the stipulated period, as may be necessary depending upon exigencies of work. In such case, you shall be given an extension in writing. The extension would be on such terms and conditions as may indicate in the letter extending contractual terms. The compensation for an extension of the contract would be based on the performance and decision of the management would be final.
8. Shall you wish to terminate the contract before the stipulated period, you shall be required to give one months' notice (notice period).
9. In case you do not give prescribed notice, the company reserves its right of initiating legal action against you.

Registered Address: o2h Discovery Pvt. Ltd. (Formerly known as Oxygen Health Care Research Pvt. Ltd.), "Sharmista Research Campus", Plot-55, Panchratna Industrial Estate, Near IBP Laxminarayan Petrol Pump Sarkhej, Bhalol Road, Changodar, Ahmedabad 382213. Email: info@o2h.com



Designated by  
*Shelar*