



# Crown Rubber Company

ZEDCertified  
(ZEDQC1072840)

1D/75 Industrial Area, Phase - I  
Bokaro Steel City, Jharkhand -827014  
Telefax : 06542-253698,9431735311  
Email : crownrubberbokaro@yahoo.co.  
kplcrown2008@yahoo.co.in  
Web.: crownrubberbokaro.com, Indiamar

UDYOG Andhar No.(UAM No.)-JH01B0003385,MSME(EM Part II No.)200131200201

KPL/14/App.-063/0801

01.08.2014

To,

Mr. Dinesh Kumar Chakrabarty

Mantu Chakrabraty

79 Kura Chas ,P.O. Dist.-Bokaro

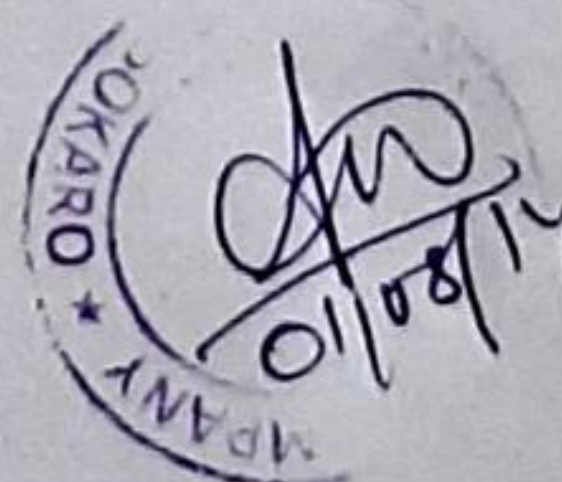
B.S.City , Pin -827013

Dear sir ,

With reference to your application /personnel interview on dated 01.08.2014 for the post of Coordinator /Manager Mkt in our company , we are pleased to offer to you the same on the following terms & condition :

1. You will be on a probation for a period of SIX months from the date of joining .
2. You will be paid consolidated salary of Rs. 10000/- ( Rs. Ten thousand only ) per month subject to usual statutory deductions if any.
3. If you will give more than Rs. 1( One) lack order than we will give 2 % Incentive as a reward .
4. Bill of TA & DA as per rule of company have to submitted by you for refund .

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5. After completion of probation period you will be confirmed in writing if work conduct during the probation period are found satisfactory .
6. Your service will be temporary during the probation period and can be terminated at any time without assigning and any reason / notice .
7. Your service will be automatically be treated as terminated unless a letter of confirmation or extension of probation is issued to you after completion of probation .
8. After conformation your services are liable to be terminated by giving one month notice or pay in lieu thereof from either side , without assigning any reason whatsoever .
9. You have to serve in any of the existing office / factory of the company or offices/factories to be opened by the company in future as may be considered necessary in the exigencies of the work at the company/s discretion .
10. Any misconduct on your part shall render you liable to punishment ,which may be warning , fine ,suspension or dismissal and decision of the company in this regard shall be binding upon you .
11. You will be governed by the rules and regulation of the company in force from time to time .
12. You are liable for medical check up at all times by the registered medical Practitioner as may be specified by the company .The management may terminate your employment if you are found unfit physically or otherwise .

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13. In case any declaration given by you at the time appointment is found to be wrong or you are found to have willfully suppressed the material information the appointment itself will be deemed to be void and your services will be liable for termination without any notice or compensation at all .
14. You will not divulge or communicate to any person(S) , firm or company , any information ( Whether commercial , technical or . general ) about affairs of the company , disclosure of which may damage the interests of the company .
15. You will be required to produce the following certificate / documents duly attested by Notary .
  - a. Copies of certificate of Educational Qualification and Experience .
  - b. Voter Id.
  - c. Adhar card
16. You are initially posted at Kolkatta Zone , however you can be transferred at any time to any place , Department , factory , site office held by the company in any of the city of India or to be set up in future and your refusal to accept such transfer of job / place shall render you liable for termination for which no compensation shall be paid to you other than the actual dues .
17. Under no circumstances you will be allowed to engage yourself in any other Business or Part time work either directly or indirectly .

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18. Any change in your residential address must be communicated to us in writing .

19. In case you are interested to join and above terms & conditions are accepted to you , please sign duplicate copy of this letter in token of your acceptance and report for duty from befor 15<sup>th</sup> of Aug 2014 .

Yours faithfully

For Crown Rubber Company

~~For Crown Rubber Company~~

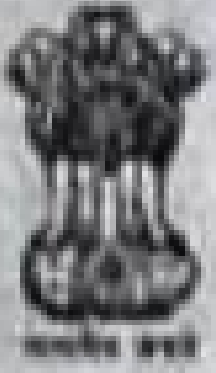
~~Abhay Srivastava~~

Abhay R.P. Srivastava Proprietor

Proprietor

Note :- Accepted the above terms & Conditions & return duplicate copy duly signed by Mr. D K chakrabarty .

Dinesh K. Chakrabarty  
01/08/2014



भारत सरकार

GOVERNMENT OF INDIA



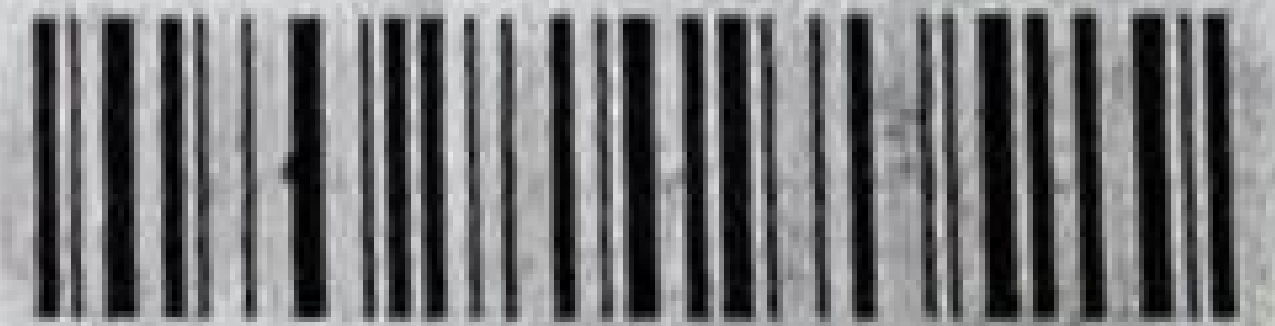
दिनेश कुमार चक्रवर्ती

Dinesh Kumar Chakravorty

जन्म वर्ष / Year of Birth : 1976

पुरुष / Male

3956 0919 5172



आधार — आम आदमी का अधिकार