Date:15TH JULY 2019

Contract for Service

TONY PAUL
KUTTAMPARAMBIL HOUSE
NETTOOR P.O
MARADU
KOCHI - 682040

Dear TONY PAUL,

We are pleased to offer you, the position of **Associate** with us here at our office at Aluva, for the manpower services we render to our client, hereinafter referred to as 'client', where we hope, you will enjoy your role and make a significant contribution to the success of the business.

Contract Period:

Your service is based on a contract basis from 15TH July 2019 to 14TH July 2020.

Responsibilities:

You will be bound by the rules and regulation of the firm. While you are in services of the firm, you are not permitted to carry on any business or profession, or enter, for any part of the time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. While at work, absolute dedication and attention is to be rendered. You will not divulge payment details like your Compensation structure, performance rating, performance bonus amount , increment etc and will not divulge to any person or utilize any of the firm's secret or other related information's(which you may possess by reason of your association with the firm) with any external agencies or press outside the firm. You shall provide your services solely and exclusively as an employee of Mass Consultancies & Services. The Firm shall have the right to transfer you to any of its offices or groups or business partner's offices. The firm expects resolution of issues relating to your employment, if any, within the framework internally, at all times, during your service period, and even after cessation of Service due to any reason whatsoever. As such, please note that, any attempt to bring outside influence directly or indirectly upon any authority to further your interest in respect of matters pertaining to your services with the firm would amount to breach of employment contract leading to initiation of appropriate action. During the course of your services with the firm, you will not take part in any demonstrations and agitations against the firm and its officials for and on behalf of any external bodies/political outfit. Any act in contravention of the above would be treated as Prejudicial to the interest and reputation of the firm leading to initiation of appropriate action. During the course of your services with the firm, or in the event of cessation of your services in future, due to any reasons whatsoever, you shall directly or indirectly , either on your own accord or on behalf or in conjunction with any other persons or company or firm refrain from /desist from canvassing or soliciting or attempting to or inducing any employees/ business associates to leave their current employment with the firm or group and to join the services of your new employer / company or any other competitor of our firm. Any act in contravention of the above would be treated as Prejudicial to the interest and reputation of the firm leading to initiation of appropriate action. You will be responsible for the safe keeping of the firm's/client properties, which may be in your possession and use and you will have to return the same to the firm/client at any time on demand or on resignation/termination. During your course of employment, in any circumstances you are held responsible for any offences punishable under any statutory provisions, penal provisions of the laws applicable in India, and for the same if our client holds you responsible, you are bound to be prosecuted and you will also be responsible for compensating the losses occurred to our client. The employee also will have to indemnify the losses occurred to Mass Consultancies & Services, and any further payments made by Mass Consultancies & Services to our client for the losses cost by the employee. The employee wills always the responsible for the data, properties, information and any other strategic details passed during the course of employment. Absence, without prior approval of your superior, would be treated as abandonment of service. Every three months, according to the decision of our client, your process/shift will be changed and the same needs to be accepted, without any aversion.

MASS CONSULTANCIES & SERVICES ALUVA

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