



THE INDIA CEMENTS LIMITED

Corporate Office : Corporation Towers, 50, Sarabhoji High Road, Karpaga N Avenue,
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Fax : 044 - 2852 1247. Gurgaon : "INDCEMLHT"
CN : L19042019100012000033

ESTD: 1959

DI-05.09.2022

Mr. Korubilli R V S Maindhav
S/o - Mr. K Kanaka Raju
35, 1, 134/9, Sri Raha Temple Street, Gavarakancheripalem,
Visakhapatnam - 530008 (ANDHRA PRADESH)

Dear Mr. Korubilli Maindhav,

OFFICE ORDER - APPOINTMENT

We are pleased to appoint you as **Management Trainee (HR)** at our **Chilamkur works, Cuddapah District, Andhra Pradesh** for a period of **One year** on the following terms and conditions.

1. You will be paid a **Basic Pay of Rs.10,000/-** (Rupees Ten Thousand only) per month, **House Rent Allowance of Rs.5000/-** (Rupees Five Thousand only) per month and **Special Allowance of Rs.15,850/-** (Rupees Fifteen Thousand Eight Hundred Fifty only) per month during your training period. The Special Allowance will not attract any benefits including statutory benefits.
2. In addition to the above, you will be extended the following benefits / facilities during your training period:
 - (a) Casual Leave - 17 days per annum and Sick Leave - 12 days per annum.
 - (b) Reimbursement of Contingency expenses incurred subject to a maximum of **Rs.10,000/-** (Rupees Ten Thousand only) per annum.
3. You will abide by the Services Rules and Regulations of the Company which are in force for the present and that which may be formulated by the Company from time to time and also as applicable at your place of posting.
4. You will not be eligible for any of the privileges and amenities applicable to the permanent employees of the Company.
5. You are liable to be transferred to any of the company's Factories / Mines / Offices / Subsidiaries anywhere in India without any additional remuneration.
6. Your training period is liable to be terminated subject to written notice of one month on either side or salary in lieu thereof.

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