



WESTVALY ENERGY
San Antonio, Texas
78205. U.S.A
TEL: +16308696424

AGREEMENT AND JOB OFFER LETTER

FROM THE DESK
Human Relations Manager
Human Resources department
Westvaly Energy Corporation (U.S.A)

Ref:-NWREEW6/JKE8769/H9865

Date:-13/3/2015

DEAR: THUNUGUNTA SAI KUMAR
PASSPORT/NO:- L2231171
NATIONALITY:-INDIAN

With reference to your application and subsequent online interview, we are pleased to offer you employment at Westvaly Energy Construction Company, United State of America. The employment is subjected to the following terms and conditions;

DESIGNATION:- MECHANICAL ENGINEERING

CONTRACT PERIOD: This contract will be valid for a period of Three years from the date of joining and is renewable after the completion of the first 3years.

REMUNERATION AND PERQUISITIES:

Basic Salary; \$8500

(Monthly) Housing; Suitable housing facility will be provided by the Company.

Telephone; Telephone allowance will be given to you by the Company.

Medical; Medical coverage as per company rules and regulations shall be provided by the company.

Transport; Transport will be provided for official usage.

Settlement Allowance; \$2000 and Two months upfront salary on joining.

Annual Leave; Annual leave of one calendar month for each complete year of employment will be allowed. This may be accumulated for two year and available together. Leave encashment may also be permitted at management discretion.

Leave passage; Return air passage airfare for economic class will be given to you and your family i.e., Wife/Husband and two children under the age of eighteen years.

Joining Expenses; You and your family (Wife and Husband with two Children up to the age of eighteen) will be entitled to economy class air ticket.

Visa Expenses; You shall be responsible for the Visa expenses but will be reimbursed on joining.

Bonus; Bonus may be payable at the management discretion.

Education Expenses; School fees up to Five thousand dollar (\$5,000) for 2 Children per annum for actual fees will be your entitlement for your Children education. Expenses for uniforms, Textbooks, etc.; will be borne by you

WORKING HOURS: You shall be required to work Six hours in a day twenty eight hours per week.

TERMINATION: This contract can be terminated by either, *if you desire to leave this Job and the service of this company, you shall be required to give a notice of 30 working days or 30 working days salary in lieu of the notice thereof. In case of the termination of employment by the employer on disciplinary ground, no notice period or compensation in lieu of the notice period is required to be given.

SECRECY CLAUSE: You shall not part with any of the information to any outside person or any organization. Breach of this condition shall be considered as a serious offence which may necessitate suitable action being taken by the company against you.

RESTRAINT OF EMPLOYMENT: You shall be restrained from taking any employment with any of our sister company's competitors in USA unless company's prior permission is obtained.

JOINING PERIOD: You are required to join this job within 30days from the date of acceptance.

COMPENSATION CLAUSE: In case you resign or otherwise wish to leave the service of the company before completing one full year of service under any circumstances what so ever, you shall compensate the company for: Joining expenses incurred by the company on you; and Three months' salary (Salary that will be retained up to two years as a security and after successful completion of two years shall be reimbursed.

With this contract, any past contract signed by you with us, with any of our Sister companies or with any of our representatives are to be treated as null and void. You shall not have any objection to work, even if you are transferred to any of our branches.

If you are interested and wish to accept this offer of employment, please sign the duplicate copy of this letter and return it to the management as soon as possible. In the event if we have not heard from you on time, this offer will be automatically withdrawn.

I, fully understand the terms of employment and the implication set out in the above letter. I now accept the offer of employment. Sign and forward to your USA-Visa consular

Regards,
Mr Denis Powel
Human Resources Department
Tel: +16308696424
hrd@westvalyenergy.com
www.westvalyenergy.com

Sign Signature & Date _____