

महाराष्ट्र MAHARASHTRA

2022

27AA 869790

९९९९ ९९९९९९९९ ९९९९  
अंशिक  
FAC-TECH Engineering Associates Pvt. Ltd.  
Chakan  
Siddharth Tule

121 OCT/2022

AGREEMENT

This Agreement ("Agreement") entered into at Chakan, Pune on this 1<sup>st</sup> September 2022, between Endurance Technologies Limited Plant B-20, Village Nighoje, Tal- Khed, Dist - Pune -410501, a company registered under the Indian Companies Act, 1956 and having its Registered Office at E-92, MIDC Aurangabad. (Hereinafter referred to as the "Company", which expression shall unless it be repugnant to the context be deemed to mean and include its successors and assigns) of the One Part

AND

**M/s Fac-Tech Engineering Associates Private Limited** . a Private Agency to manage central coolant system and coolant management activities and machine cleaning activity in house registered under Government of Maharashtra office of the controlling authority pune & Having its office at Gat No 198 Near Hotel Marriott Courtyard Near HP chowk A/P Khalumbre Chakan Pune- 410501 (hereafter referred to as the "Contractor", which expression shall unless it be repugnant to the context be deemed to mean and include its successors, assigns, affiliates, associates and subsidiaries) of the Other Part

**WHEREAS:**

1. The Company requires a Contractor to provide Manpower for its company premises located at B-20,M.I.D.C, Chakan ,A/P-Nighoje,Tal-Khed, Dist-Pune, India (hereinafter collectively /referred to as "Premises")
2. The Contractor is engaged in the business of providing comprehensive services of covering to process in house Shot blasting of casting and other related functions to various organizations.
3. The Contractor has represented that it has sufficient infrastructure to provide the required services to the Company and based on such representation, the Company has accepted its offer, subject to the following terms and conditions.

**NOW THEREFORE THIS AGREEMENT WITNESSTH THE TERMS AND CONDITIONS AS AGREED BY AND BETWEEN THE PARTIES AS SET OUT HEREIN BELOW:**

**1. TERM:**

This Agreement shall remain in force for a period of one year with effect from **1<sup>st</sup> October 2022 to 30<sup>th</sup> September 2023.**

**2. SCOPE OF WORK:**

The Contractor shall render services ("Services") of providing manpower as per requirement for process in house Shot blasting of casting the Company specifically described in the schedule annexed hereto and marked as Annexure 'A'. It is expressly clarified between the parties that this Agreement shall be on a non-exclusive basis and the Company shall be entitled at any time to engage any other contractor for providing services similar to those incorporated herein.

**3. PAYMENT TERMS:**

- (a) The monthly bills submitted by the Contractor for the Services rendered will be settled by the Company on or before the 5<sup>th</sup> working day of next month.

The monthly bills submitted by the Contractor shall be subject to inspection and verification by the Company, and any discrepancies therein shall be brought to the notice of the Contractor within 15 days of receipt of the same by the Company.

- (b) Payment of monthly salaries / wages due to the Contractor's staff and workmen shall be made on or before 7<sup>th</sup> of every month. Necessary salaries / wages payment vouchers shall be open to the Company's inspection. In case of default on the Contractor's part to pay the salaries / wages to his employees, the Company shall have the right to demand such payment to the Contractor's employees from out of the monthly bill payable to the Contractor.

20% percent of monthly service charges (as defined in (3a) above) per default shall be

- Repeated noncompliance on any of the Services as mentioned in Annexure A which is affecting the services of the premises of the Company.
- i. FAC-TECH has to provide a proper invoice in the form and manner prescribed under rules of the GST Act (Tax Invoice, Credit and Debit Note Rules) containing all the particulars therein. In the event that FAC-TECH fails to provide the invoice in the form and manner prescribed under the GST Act ((Tax Invoice, Credit and Debit Note Rules), Endurance shall not be liable to make and payment against such invoice.
- ii. FAC-TECH has to ensure accurate reporting in FAC-TECH's/outward supplies under GST. Further, that the payments would not be processed in case of non-availability of ITC benefit to the Endurance due to lack of compliance by FAC-TECH (e.g. GST will be paid to the FAC-TECH only once the said amount is reflected as credit in the GSTR - 2A and FAC TECH has made payment of taxes to the Government Exchequer)
- iii. FAC-TECH has to ensure that invoice is raised within the time period prescribed in law for Provision of services.
- iv. In case of FAC-TECH's default to comply with GST provisions and credit is denied by the GSTN system to the Endurance, then the Endurance is authorized to recover the consequential costs such as interest / penalties from FAC-TECH by issuing debit notes with GST.
- v. On event of lower compliance rating as GSTN portal, Endurance has full right to discontinue This Agreement with pre-information.
- vi. FAC-TECH has to ensure that tax benefits under GST Law are passed on to Endurance. In case of any liability on account of anti-profiteering provisions, FAC-TECH will be solely responsible and Endurance will be authorized to receive the available benefit.
- vii. FAC-TECH to note following details of GST Registration of Endurance as under.

State	Provisional ID	ARN No. (Application Receipt No.)
Maharashtra	27AACE7066P1Z3	AA270217032661F

#### **4. COVENANTS OF THE CONTRACTOR:**

The Contractor hereby covenants as under:

- (a) That time & quality services shall always be the essence of this Agreement, and the Contractor shall provide the Services within the stipulated time period, as agreed between the parties. Any delay on the part of the Contractor to render the Services within such stipulated time-period shall entitle the Company to engage any other contractor to provide the requisite Services and claim liquidated damages, from the Contractor PROVIDED the delay cannot be attributed to any force majeure conditions.
- (b) For the purpose of rendering the Services, the Contractor shall employ required number of suitably trained employees who will be supervised by the Contractors' supervisors. The qualifications of the employees to be deployed by the Contractor to provide the Services shall be as provided in Annexure 'A' hereto.
- (c) In the course of provision of Services, if any employee of the Contractor is found to behave in a manner which the Company finds unsuitable or prejudicial to its interests in any manner whatsoever, the Company will have the right to direct that such employee be removed forthwith by the Contractor and a suitable replacement be provided for the provision of such Services.
- (d) The number and categories may be lessened or increased, depending upon the service requirements of the establishment. The Contractor will be required to supply more manpower at short notice as per the requirements of the Company.

- (e) The Contractor and his employees shall at all times adhere to all ground rules and regulations as may be prescribed at the Premises, and any breach of this condition shall entitle the Company to terminate this Agreement forthwith and claim liquidated damages as provided in Clause 15 herein.
- (f) It is clearly understood between the parties hereto that the employees of the Contractor shall at no time be construed as the employees of the Company, and the Company shall have no liabilities towards such employees.
- (g) It is expressly understood and agreed between the parties hereto that in case the employees of the Contractor are required to be treated as the Company's employees pursuant to any statute, rules and regulations enacted in that behalf, or pursuant to any agreement, award or decision of the court or otherwise, then in such case, this Agreement may be terminated by the Company forthwith without any notice.
- (h) It is hereby agreed between the parties that the Company may ask the Contractor to do any specific project work/assignment over and above what is specified in Annexure 'A' hereto, and the Contractor shall be required do this work as requested. The Contractor shall ensure that its employees shall report to the Contractor's management any suspicious transactions,  
Irregularities or violations of any legal or regulatory procedures, or any other breach of normal code of conduct committed by the Company's employees, which they may come across in the normal course of their duties in the Company's premises and the Contractor shall, in turn, forthwith report the same to the Company.
- (i) The Contractor shall ensure that its employees will observe discipline while performing the Services and that they shall at all times be neatly attired in uniforms provided by the Contractor. The Contractor will also be responsible for supplying necessary equipment such as mobile, tools, safety apparel/equipment etc. to its employees deployed for providing the Services.
- (j) The Contractor will be solely responsible for the terms and conditions of service of their employees and shall comply with all laws and statutory notifications, rules, regulations etc., governing their employees as may be in force from time to time, such as the Contract Labour (Regulations and Abolition) Act, 1970, Employee State Insurance Act, 1946, the Employees Provident Fund and Miscellaneous Provisions Act, 1952, Minimum Wages Act, 1948, Workmen's Compensation Act, 1923 and any modifications, amendments of or notifications to such Acts and also extend to them all other statutory benefits, whatsoever, to which they are entitled and the Company will not be responsible or liable for such payments. The Contractor will ascertain and display all notices and extracts under all applicable statutes. In the event of failure to comply with any of the statutory obligations by the Contractor as aforesaid and if the Company is held responsible for the same, the Contractor undertakes to make good the loss to the Company. The employees of the Contractor or any of the Contractors representatives will have no claims, whatsoever; to employment with the Company either during the tenure of this Agreement or after its termination and the Contractor will engage its employees on this express understanding. There will be no privatisation of contract between the Company and any employee of the Contractor. The Contractor agrees to indemnify the Company against all claims from their employees and pay all expenses which the Company may incur defending any proceedings pursuant to such claims and also shall keep the Company indemnified at all times thereafter for any acts, matters or things done or omitted or neglected to be done by the Contractor or any contraventions of any provisions of any Acts, Rules, Regulations, Notifications issued by the Central or State Governments or local authorities and thereby the Contractor absolves the Company from all liabilities arising out of or in connection with the aforesaid contravention or acts, matters or things done omitted or neglected to be done by the Contractor or on its behalf.
- (k) The Contractor shall maintain in respect of its Employees all statutory registers and records showing details of movement of its employees during the provision of Services and shall produce them to the authorities whenever required.

- (l) The said Services rendered and obligations performed by the Contractor pursuant to this Agreement shall be rendered and performed by the Contractor with utmost care and diligence and shall be of the highest quality and standards.
- (m) The Contractor shall be solely responsible for acquiring all requisite licenses/clearances from Government/Municipal/Judicial/Quasi-judicial bodies and other local authorities etc. as may be required for rendering the Services.
- (n) The Contractor shall immediately notify the Company in writing of the occurrence of any event, which may result in, or which may give reason to believe that there may be work stoppage, slowdown, labour dispute, strike, any Labour related disruption of its own staff or other impediment or disruption in the performance of the obligations of the Contractor under this Agreement. The Contractor also agrees to submit a full written report of the events forthwith upon request by the Company. The Contractor agrees that in that event any such work stoppage, slowdown, labour dispute, strike, disruption or impediment continues for a period exceeding 48 hours, and then the Company may be at sole discretion to terminate this Agreement forthwith.

#### **5. INDEMNIFICATION AND INSURANCE:**

- (a) The Contractor hereby agrees and undertakes to indemnify and keep the Company indemnified against any loss, claim, and damage incurred by the Company, due to any misrepresentation, act, omission or commission caused by the employees, servants, agents of the Contractor.
- (b) Contractor shall properly cover up and protect all parts of the works, materials tools and equipment used or connected to the provision of Services and which are liable to damage/injury by any cause. The Company shall not be responsible for any damage that may be caused to such materials, tools or equipment unless such damage can be directly related to gross negligence on the part of the Company.
- (c) Contractor shall take requisite insurance policies against third party liabilities under the Agreement, covering the interest of the Company. Contractor shall be solely responsible for any loss or damage of any nature whether caused to its employees or otherwise, arising out of or in connection with the execution of the Services under this Agreement not covered under such policy/policies and shall indemnify the Company in respect of any such claims.

#### **6. RELATIONSHIP BETWEEN THE PARTIES:**

It is hereby expressly clarified that the employees of the Contractor shall not, at any point of time, be construed as the employees of the Company. The parties herein are and shall be, with respect to the subject matter of Agreement, independent contractors of one another and nothing herein shall be deemed to create an agency, partnership, employment, or joint venture relationship between the said parties.

#### **7. NOTICES:**

All notices required to be served under this Agreement shall be in writing and sent by registered mail or by facsimile, to the other party hereto at the addresses provided hereinbefore or any later addresses, notice of which having been previously given by one party to the other.

#### **8. ASSIGNMENT:**

The Contractor shall not assign, delegate or transfer any rights, duties or obligations hereunder or interests herein without the prior written consent of the Company and any attempted assignment shall be null and void. It is agreed between the parties that the Company may assign, delegate or transfer any rights or obligation hereunder or interest herein at their discretion.

#### **9. CONSTRUCTION/SEVERABILITY:**

In the event that any provision of this Agreement conflicts with the law under which this Agreement is to be construed or if any such provision is held invalid by a court with jurisdiction over the parties to this Agreement, (i) such provision shall be deemed to be restated to reflect as nearly as possible the original intentions of the parties in accordance with applicable law, and (ii) the remaining terms, provisions, covenants and restrictions of this Agreement shall remain in full force and effect.

#### **10. WAIVER:**

The failure of either party to insist upon or enforce strict performance by the other party of any provision of this Agreement or to exercise any right under this Agreement shall not be construed as a waiver or relinquishment to any extent of such party's right to assert or rely upon any such provision or right in that or any other instance; rather, the same shall be and remain in full force and effect.

#### **11. AMENDMENT:**

This Agreement may only be modified in writing, by the mutual assent of the parties to this Agreement and signature of an officer of each party hereto.

#### **12. SURVIVAL**

Any right or obligation which becomes absolute before termination of this Agreement for any reason, or which is by definition of a continuing nature, will survive such termination.

#### **13. ANNEXURES:**

Any reference to an annexure shall be to an agreed annexure to this Agreement or an agreed draft thereof, which is the form of the relevant document agreed between the Parties and signed by or on behalf of the parties for the purpose of identification before the signature of this Agreement (with such amendments, if any, as may subsequently be agreed in writing between the parties), and all such annexure shall form a part and parcel of this Agreement.

#### **14. SAFETY**

Contractor will adhere the Safety norms of the Company as per your assurance vide your undertaking dated 1<sup>st</sup> of April 2022 annexed herewith. If any of the safety norms are violated by Contractor / Contractor's Supervisor / Labour provided by contractors, it will attract fine and it may lead to the termination of this contract. So also the contractor will be solely responsible for legal and other consequences arising out of violation of safety norms.

#### **15. NO UNETHICAL PRACTICES**

- (i) FAC-TECH (including employees/ representative/ agents of FAC-TECH) shall not directly or indirectly involve in any corrupt practices. The corrupt practices, without prejudice to generality would include-giving cash, gifts, concessions, benefits, etc, of any value to any Government, Semi-Government official(s) or officials of a customer or any person for getting the work done expeditiously or out of turn otherwise. FAC-TECH understands and agrees that Endurance has a zero tolerance towards the unethical and corrupt practices. In the event if FAC-TECH is found to be in breach of this clause, Endurance shall be entitled to terminate this Agreement with immediate effect and without any liability to FAC-TECH.

#### **16. PROHIBITION ON ASSIGNMENT**

- (i) FAC-TECH shall not assign any of its rights or obligations under this Agreement to any Other party without the prior written permission of Endurance.

#### **17. REPRESENTATIONS AND WARRANTIES**

- (i) Endurance represents and warrants that it is authorized to enter into this Agreement and that this Agreement is a valid and binding obligation on Endurance, and that the execution and performance of this Agreement by Endurance is lawful and does not constitute a default, acceleration, or termination of any other agreement to which Endurance may be a party;
- (ii) FAC-TECH represents and warrants that it is authorized to enter into this Agreement and that this Agreement is a valid and binding obligation on FAC-TECH, and that the execution and performance of this Agreement by FAC TECH is lawful and does not constitute a default, acceleration, or termination of any other agreement to which FAC-TECH may be a party,

#### **18. FORCE MAJEURE:**

From performance hereunder for so long as reasons of Force Majeure shall continue to prevent or delay such performance. If the Force Majeure situation continues for an period exceeding One month each party shall have right to terminate this Agreement forthwith without any further notice.

#### **19. TERM AND TERMINATION :**

- (i) This Agreement shall become effective from 1<sup>st</sup> October 2022 and shall remain in force for a period of One (01) year(s) (i.e. till 30<sup>th</sup> September 2023) unless terminated earlier as herein below or renewed in writing on mutually agreeable terms and conditions for such further -- periods at the end of the tenure of this Agreement.
- (ii) Either Party may terminate this Agreement in the event that:
- (iii) There is a material breach of the terms of the Agreement by the other Party and that Party does not remedy such breach within thirty (30) days after that Party is served with written notice of the breach. Either Party may terminate this Agreement for convenience by giving the other Party 30 days (Thirty) day's written notice in advance. Endurance shall have a right to terminate this Agreement at any time during the tenure of the Agreement without giving any reason for such termination. Upon expiry or earlier termination of this Agreement, the Endurance shall forthwith pay to FAC-TECH, any amount due to FAC-TECH or other expenses and shall immediately destroy or return any confidential information (in any form whatsoever) within 10 days from the date of termination or expiry of this agreement.

#### **20. CONFIDENTIALITY**

No Party shall be entitled to disclose any information to any third party concerning the matters related to this Agreement/ arrangement.

- a. As a general principle, all business, financial, unpublished price sensitive information, operational, administrative, marketing, economic information, data, documents, Technical Specifications, materials, formulae, specifications, samples pertaining to the Parties hereto, as the case may be, disclosed by either Party to the other Party, whether orally or in writing or in pictorial form or on magnetic diskette or in whatsoever other form, in connection with the potential co-operation between the Parties will be considered as "Confidential Information" during the entire duration hereof and for a period of three years thereafter.
- b. Confidential Information shall not include information which:
- i. Was known to the Receiving Party at the time of disclosure by the Disclosing Party,
- ii. Was or has become publicly known through no wrongful act of the Receiving Party;

- iii. Has rightfully been received by the Receiving Party from a third party without any Confidentiality obligation;
- iv. Has been independently developed by the Receiving Party, or
- v. Was published or was in the public domain prior to the activity hereunder.

Provided that, this clause shall not apply to any Confidential Information where part of it is /was in the public domain until it is fully in the public domain.

- c. The Receiving Party agrees:
  - i. Not to use any such Confidential Information for any purpose other than in the performance of its obligations under this Agreement or any associate agreement; and
  - ii. Not to disclose any such Confidential Information.
- d. Each Party acknowledges and agrees that
  - i. Its obligations under this clause are necessary and reasonable to protect the other Party and its business; ii Any violation of these provisions could cause irreparable injury to the other Party for which money damages would be inadequate, and
- e. Each Party agrees that the terms and conditions of this Agreement are to be treated Confidential Information.
- f. Except for what specifically provided for herein, no right, license, either expressed or implied, under any Intellectual Property Rights and/ or Confidential Information or any other information is granted hereunder.
- g. Should one of the Parties be required to disclose any Confidential Information received hereunder in connection with any legal proceedings, it shall promptly notify the other Party, so that the concerned Party may take appropriate steps to protect its rights.
- h. Each Party will take all reasonable steps to minimize the risk of disclosure of Confidential Information and will provide proper and secure storage for all information and papers, drawings or other materials, which relate to or are contemplated by such information.

Promptly upon completion or termination of this Agreement for any reason whatsoever, upon request from the disclosing Party, the receiving Party shall return all Confidential Information, in the same form as given, without keeping any copies or imitations thereof.

#### **21. RESTRICTION ON USE OF ENDURANCE LOGO AND NAME:**

FAC-TECH is strictly prohibited from using the logo and trademark of Endurance, without its Prior written permission. This clause shall survive the termination of this Agreement.

#### **22. SECURITIES LAWS**

FAC-TECH is aware and shall advise its respective employees, officers and agents, of the restrictions imposed by the securities laws of India, on the purchase or sale of securities of Endurance by any person that has received material, non-public information from Endurance and regarding the communication of such information to any other person when it is reasonably foreseeable that such other person is likely to purchase or sell such securities reliance upon such information. In particular, any such party or person who becomes aware of or comes in possession of material, non-public information, shall not pass on / share /disclose any such information to any other party or persons or give any advice based on the available information and shall not trade in the securities of the issuer based on such information.



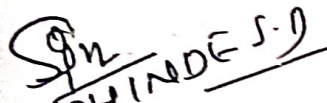
### 23. DISPUTE RESOLUTION


- i. In the event that any dispute arises between the Parties in connection with this Agreement, the construction of any provision of this Agreement or the rights, duties or liabilities of the Parties hereto under this Agreement, both the Parties shall take efforts to resolve such disputes mutually
- ii. If mutual resolution cannot be reached within thirty (30) days from the date of intimation by either party to other in writing then each party to the dispute shall be free to refer such dispute to arbitration under the Arbitration and Conciliation Act, 1996 or any other act for the time being in force. Proceedings shall be conducted before sole arbitrator who shall be appointed by the both parties mutually. The venue of arbitration shall be Pune (Maharashtra). The arbitration proceedings shall be conducted exclusively in English language. Any award made in such arbitration will be final and binding on the Parties.

### 24. GOVERNING LAWS

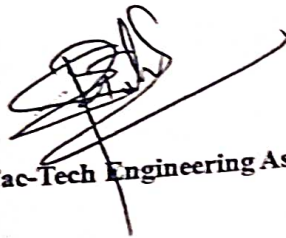
This Agreement, including all the Exhibits and the Scope of Work, shall be governed by the laws of India. Subject to the arbitration provisions contained herein, the Parties hereby submit themselves to the exclusive jurisdiction of the courts at Pune (Maharashtra).

IN WITNESS WHEREOF, the Parties execute this Agreement through their duly authorized representatives on the day and year first above written.

  
Maintenance HOD

  
HR & Admin

  
Plant Head

  
M/s. Fac-Tech Engineering Associates Pvt. Ltd.

For Fac-Tech Engineering Associates Pvt. Ltd.

Director

Seal Of the Contractor

## ANNEXURE-A

### SERVICES

The Contractor shall provide the following services under the terms of this Agreement:

The contractor will be responsible to meet all activities listed below and will report to the Maintenance Dept.

#### **A-Mechanical Aspects:**

- Cleaning of various filters (suction filters, jumbo filters, drum filters etc.)- as per schedule
- High Pressure tanks- As per schedule
- Filters attached to HP tanks-As per schedule
- Nozzle cleaning of drum filters in centralized coolant area
- Washing machine-tank cleaning as per schedule
- Cleaning of washing m/c. filters
- Washing m/e Nozzle cleaning
- Top-up of water, coolant, chemical etc for washing machines.
- Clean drum filter with water jet / air pipe in centralized coolant area
- Maintain machine wise consumption chart (Washing machines, CCS)
- Hydraulic oil top up and record
- Lubrication oil top up and record

#### **B-Chemical Aspects:**

- Concentration checking -by refract meter (for central system)
- PH Value - by ph paper
- Checking of water hardness - Hardness kit
- Checking of water chlorides -Titration.
- Support Endurance in problem analysis
- Suggestions for improvement/kaizen

#### **2. Manpower requirement agreed for coolant management services:**

3 person Day Shift 2 person Night Shift (High Production)  
2 person Day Shift 2 person Night Shift (Low Production)

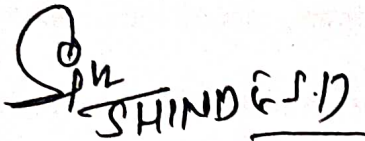
1. You shall maintain the required records of the manpower. The same shall be produced for inspection as and when demanded by the persons authorized by the management.
2. You will pay wages to Contract Labour as per minimum wages.
3. You will be paid taxes charge extra at actual on monthly gross as indicated
4. Rate defined as per attached Quotation & Calculation sheet.
5. You will ensure the liability of Provident Fund, ESIC, Professional Tax, Uniforms, Shoes. & Insurance of your employees. Expenses incurred on these will be borne by your company at your cost.

6. You will submit us the copies of the Challan of PF, ESIC deposited with the concerned authorities and also submit the copy of salary sheet with revenue stamps of your Guards/Staff engaged with us as a proof for our records.

8. Any other tax levied by Govt. will be your liability.

9. Manpower provided by you should strictly observe the rules and regulations of our Organization.

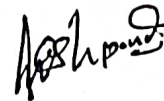
10. Adherence to the safety policy of the company by the manpower provided by will be responsibility of the Contractor.

  
SHIND S. P. N.

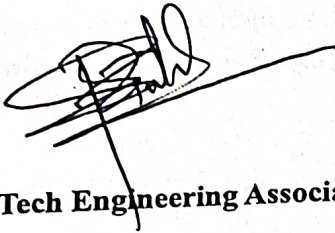
Maintenance HOD



HR & Admin



Plant Head



For Fac-Tech Engineering Associates Pvt. Ltd.

For Fac-Tech Engineering Associates Pvt. Ltd.

Director

Seal of the contractor

## UNDERTAKING

Mr. Siddharth Tulave of M/s Fac-Tech Engineering Associates Pvt. Ltd. hereby Certify that, I have received the following copies from Endurance Technology as part of the labour contract / job contract / situational job contract/

1. Safety Policy
2. Work Permit System guidelines
3. Consequent Management Policy

I further certify that, I have read and understood the policies and guidelines of the company and fully understand that failure to comply with these rules shall result in penalty and / or termination of contract.

I am also made aware that above set of rules are not an inclusive set of safety rules for this plant and the company will acquaint me with additional safety rules and requirements of this plant as and when require.



**M/s FAC-TECH Engineering Associates Pvt. Ltd.**  
**Authorised Signatory**

For Fac-Tech Engineering Associates Pvt. Ltd.

Director

**Seal of the Contractor**

# FAC-TECH ENGINEERING ASSOCIATES PRIVATE LIMITED

## Quotation

Date: 03.11.2022

Customer Name – ENDURANCE TECHNOLOGIES LIMITED
Address – B20 Plant , Maharashtra 410501
Contact Person – Mr Sanjay Shinde

Dear Sir,

This refers to our earlier discussions re. Coolant Management Services.

Please find quotation.

As per your detail communication on mail we suggest following manpower for Coolant Management Services.

- 1 Total 5 Person Day shift - 3 (below dispatch quantity 275000 - 2 Persons)  
Night shift - 2

Yours Faithfully,



SIDDHARTH TULAVE



Sir  
SHINDE S.D



# FAC-TECH ENGINEERING ASSOCIATES PRIVATE LIMITED

## Calculation Sheet for Personal Bin Cleaning 2022 - 2023

Min Wages Rate Per Day for 12th Hrs.			784	117600		
No Of Manpower Required for 12 Hrs. (7 am to 7 pm)			5			
Slab	Dispatch Quantity Range		Min	Total Wages Amt	Piece Rate	NO of Employee
1	50000	75000	62500	94080	1.505	4
2	75001	100000	87501	94080	1.075	4
3	100001	125000	112501	94080	0.836	4
4	125001	150000	137501	94080	0.684	4
5	150001	175000	162501	94080	0.579	4
6	175001	200000	187501	94080	0.502	4
7	200001	225000	212501	94080	0.443	4
8	225001	250000	237501	94080	0.396	4
9	250001	275000	262501	94080	0.358	4
10	275001	300000	287501	117600	0.409	5
11	300001	325000	312501	117600	0.376	5
12	325001	350000	337501	117600	0.348	5
13	350001	375000	362501	117600	0.324	5
14	375001	400000	387501	117600	0.303	5
15	400001	425000	412501	117600	0.285	5
16	425001	450000	437501	117600	0.269	5
17	450001	475000	462501	117600	0.254	5
18	475001	500000	487501	117600	0.241	5

*[Handwritten Signature]*



*[Handwritten Signature]*  
SHINDE S.D

*[Handwritten Signature]*