

Reference No. DF/EP/22/033

Date: 15th Dec 2022

Name: Naresh Kumawat

Address: Pune

Dear Naresh,

This is in reference to your application dated 16/11/2022 and subsequent interview you had with us; we are happy to offer you a position as Associate Product Engineer in our Company. This letter comes as a confirmation of the job offering for which the details are mentioned below:

Designation: **Associate Product Engineer**

Date of Joining: **On or before July 04, 2023**

Probation Period: 'Three months' probation period effective from date of joining.

**Remuneration Details:**

Particulars	Monthly Salary Rs.	Annual Salary Rs.
Basic	30,000	3,60,000
HRA	12,000	1,44,000
Conveyance	16,00	19,200
Other Allowance	21,267	2,55,204
<b>Monthly Gross Salary</b>	<b>64,867</b>	<b>7,78,404</b>
PF-Employer's Contribution	1800	21600
ESIC-Employer's Contribution	Not Applicable	Not Applicable
<b>Cost To Company</b>	<b>66,667</b>	<b>8,00,004</b>

**Additional Benefits:**

- You will be entitled to 21 leaves per year (all inclusive).
- You will be covered under Group Medical Insurance including your dependents i.e., Spouse, 2 children, and parents. You are covered under annual sum insurance of INR 5,00,000/-
- You will be covered under Group personal accident policy the basic sum insured amount is INR 5,00,000/-
- You will also be eligible for Gratuity. The Gratuity Act is a statutory benefit paid to the employees who have rendered continuous service for 4.8 years and above. It is a lump sum amount that is paid to an employee as a part of his / her full and final settlement.

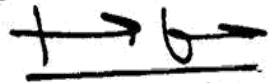
**Deductions:**

- Professional Tax: INR 200 per month for Mar to Jan & INR 300 for Feb.
- Provident Fund: Equal to PF Employer's Contribution.
- Income Tax (TDS): As per income and investments.

You shall receive the Appointment Letter along with the Non-Disclosure Agreement on the day of the joining. Your acceptance of the offer shall be considered on receipt of written confirmation from your end.

We wish you a good future with Key Account Management Solutions Pvt. Ltd.

For Key Account Management Solutions Pvt. Ltd.

A handwritten signature in black ink, appearing to read 'Milind Katti', written over a horizontal line.

Milind Katti  
Authorized Signatory