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28.02.2023

Pramod Kumar Sinha
H. No. C - 45, 1st Floor,
Block -C, Sector- 39,
Dist. Gautam Buddha Nagar,
Noida, Uttar Pradesh,
Pin- 201301

Dear Mr. Pramod,

## APPOINTMENT CUM OFFER LETTER

This is in reference to your application and subsequent zoom interview you had with us. We are hereby offering you the position of Zonal Head – Sales & Business Development w.e.f 1st March, 2023 on the following terms and conditions: -

1. **OFFER OF APPOINTMENT : -**

   You shall report **to CMD, Mr. Subir Ghosh** and / or such other person as may be notified from time to time . This appointment is subject to your medical fitness and satisfactory verification of your qualification and references.

2. **ALLOWANCES & PERQUISITES :-**

The package will comprise three parts. One part is fixed salary, second part is a fixed bonus and Third part is Performance linked Incentive.
The total fixed cost to company will be Rs. 13,80,000.00 Per Annum as per details below.
Basic Salary Rs. 55,000 per month
HRA Rs. 20,000 per month
Medical & other benefits Rs. 10,000 per month
Special Allowance Rs. 30,000 per month

Annual Performance linked incentive will be as below.
On first Rs. 10 crore sale - Bonus @ 0.05% on net Annual sales
On Rs. 10 crore to 20 crore sale Bonus @ 0.50% on net of Annual sales
Above Rs. 20 crore sale Bonus @ 0.75% on net Annual sales

(a. Sales for which payment has been received will be considered only. Any disputed payment sale where payment received beyond reasonable time, the bonus will not be considered on that amount of sale.

(b. All Domestic sales in all your Zones will be considered except intra Group company sale and Government Tender if any.

Pramod Kr. Sinha

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