

Date of offer: May 19,2022

To,
Mr. Akash Prakash Nigavekar Kumbhar
akashnigavekar1999@gmail.com

SUB: OFFER OF EMPLOYMENT

We are pleased to offer you employment in our organization as **Trainee Programmer Analyst** in band/level **S**. You will be attached to our **Delivery** department in the role of **Trainee Programmer Analyst**. This may be amended at any time by the company as per business requirements.

Your annual Cost to company (CTC) will be **Rs. 305,379 /- (Rupees Three Lakh Five Thousand Three Hundred and Seventy-Nine Only)** and your date of joining will be July 18,2022. Please contact us immediately if you require an alternate joining date.

Roles & Responsibilities

You shall be assigned with all the duties and responsibilities on the date of joining by your Manager.

Annual Salary Review

Your eligibility for the annual salary review is contingent to your having completed 6 months by the 31st of March and being a confirmed employee by then. If either of the conditions are not met, then the salary review will be in April, the following year. Your first salary review will be effective **April-23**.

Termination Clause

There will be a probation period of 6 (six) months before a permanent employment between you and the company is to take effect. Either party may terminate the appointment by giving the other party written notice with the notification period as stated below:

During probation, your services can be terminated with one month's notice or salary thereof by either parties. On confirmation, either party will be required to give two months' notice or salary thereof subject to the Company's discretion.

Terms of offer

1. Your initial posting will be at the **Kolhapur** office. However, your services are transferable, and you may be assigned to any office of Kale Logistics, a subsidiary, an associate company or a client location. In such case, you will be governed by policies of that location.
2. You may be required to travel on Company work and you will be reimbursed expenses for the same as per Company policy.
3. Confirmed female employees are covered under the Maternity Act as per The Maternity Benefit (Amendment) Act, 2017.
4. If you are absent for a continuous period of 7 days without leave or obtaining your manager's approval and/or information, you will be deemed to have absconded and your service will be terminated without notice. There will be no settlement amount or correspondence from the company owed to you in such a case. In case you are absent for a continuous period of 3 days without prior approval and information, your salary will be put on hold till you resume.
5. Salary disbursements happen on the 1st date of the subsequent month, unless it falls on a bank holiday, then it will be disbursed the day prior.

Kale Logistics Solutions Private Limited

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CIN: U72200MH2009PTC296820



Kale Logistics

Technology that Transforms

6. In case of gross misconduct, the company reserves the right to terminate your employment with immediate effect and the company retains the right to withhold all settlement amounts and correspondences.
7. You will retire from the services of the company on attaining age of superannuation [60 years].
8. Upon your resignation or retirement from the company or termination of your services, you are required to return all assets and property of the company such as documents, machines, data, files, and books etc.
9. Your individual remuneration is strictly between yourself and the company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
10. During your service with the company, you are expected to devote your whole time and attention to the company's affairs and refrain from directly or indirectly engaging in any other business. While you are employed with Kale Logistics, you are refrained from taking up any other employment or assignment, part time or full time.
11. Information pertaining to Kale Logistics operations and intellectual property is confidential and you might be required to sign a non-disclosure agreement if you haven't already signed it. If you are bound by a confidentiality agreement with a previous employer, you must notify the company and indemnify the company against any breach thereof.

Offer Withdrawal

Kindly indicate your acceptance by signing a duplicate copy of this letter or mailing us a scanned copy within 4 working days of the date of offer.

The company reserves the right to withdraw this offer in case the offer is not accepted in the stipulated time or in case of any fraudulent activities or documents, negative background verification or in case you accept an employment offer from another company.

We look forward to a long and mutually rewarding association with you. Please do not hesitate to contact the HR Team (hr@kalelogistics.com) if you have any queries regarding any aspect of this offer or for assistance prior to coming on board.

Thanking You,
For Kale Logistics Solutions Pvt Ltd.

Rajesh Panicker
COO

I agree to the above terms and will
join my duty on or before July 18,2022

(Sign)

(Akash Prakash Nigavekar Kumbhar)