

KSMS TECHNOLOGIES SOLUTION PRIVATE LIMITED

Date: June 03, 2024

Hemant Kadam
Kese, PO: Varunji,
Satara, Maharashtra - 415124

Dear Hemant,

Subject: Offer of Employment

Congratulations! This is with reference to your application and the subsequent interviews you had with us. further to the same, we are pleased to offer you the position of "Engineer" on the following terms and conditions:

1. Your proposed total annual remuneration (on a Total Cost to Company basis) will be **Rs. 3,50,000/-**, which will include various components of Fixed Pay, Variable Pay and social security / retirement benefits like PF, Superannuation and Gratuity.
2. Your work location will be **Pune** and administrative location will be based at **BFL Chakan, Pune**.
3. You will be on probation for a period of **six months** from the date of joining and on satisfactory completion of your probation period, your services will be confirmed through a letter. In case of necessity, the management reserves the right to extend your probation period. During your period of probation, your services can be terminated either way by giving one months' notice or equivalent basic salary, in lieu thereof by either side.
4. You are requested to join your duties on or before **04th July 2024**. Unless extended in writing, this offer for employment shall lapse if you fail to report on duty at the appointed time and place.
5. This Employment Offer is subject to your being found medically fit by a company appointed/recommended medical officer/practitioner. Details for the checkup will be shared by the onboarding team before the date of joining.
6. This offer is being made to you based on the information and documents furnished /submitted by you. However, if any discrepancy is found in the information and documents or copies of certificates submitted by you, any time before or after your joining, the company reserves the right to terminate this offer/employment without any notice.
7. A formal appointment letter with detailed terms and conditions of your employment will be issued to you after joining your duties.
Kindly sign and return a copy of this letter as a token of your acceptance of the above terms and conditions within 7 working days through email/post.

Thanking you,

For **KSMS Technologies Solutions Private Limited**,


Authorized Signatory
Abhijit Moharir
Senior Vice President & Group CIO

Name & Signature: _____ Date: _____
Hemant Kadam

Annexure 1



KALYANI

KSMS TECHNOLOGIES SOLUTIONS PRIVATE LIMITED, INDUSTRY HOUSE, OPP. KALYANI STEELS LTD., MUNDHWA,

! PUNE - 411036, INDIA; **PHONE: +91 020 26725153** **E-Mail: info@kalyani.in**

CIN No: U72900PN2022PTC216721

KALYANI TECHNOLOGIES

KSMS TECHNOLOGIES SOLUTION PRIVATE LIMITED

KSMS Technologies Solution Pvt. Ltd.	
Salary Annexure, Mr. Hemant Kadam - Engineer	
A. Fixed Cash Component	Per Annum (INR)
Basic	1,40,000
HRA	56,000
Conveyance Allowance	21,000
Medical Allowance	7,200
Education Allowance	7,200
Washing Allowance	12,000
Special Allowance	40,491
SUB-Total (A): Fixed Cash Component	2,83,891
B. Annual Component	
LTA (Annual Benefit)	11,662
Statutory Bonus	17,962
SUB-Total (B): Annual Benefit	29,624
C. Retirals	
Provident Fund (Employer's contribution)	21,600
Gratuity	6,731
ESIC	8,154
SUB-Total (C): Total Retirals	36,485
Grand Total	3,50,000

Note:

Performance Incentives & LTCL (if applicable) will be governed by the existing individual policies prevailing at the unit level. Kindly refer to the policy for further details.
You will be eligible for benefits like social security benefits, insurance and medical as per applicable laws and company policy.

For KSMS Technologies Solutions Private Limited,



Authorized Signatory

Abhijit Moharir

Senior Vice President & Group CIO

Name & Signature: _____ Date: _____

Hemant Kadam



KALYANI

KSMS TECHNOLOGIES SOLUTIONS PRIVATE LIMITED, INDUSTRY HOUSE, OPP. KALYANI STEELS LTD., MUNDHWA,

PUNE - 411036, INDIA; PHONE: +91 020 26725153 E-Mail: info@kalyani.in

CIN No: U72900PN2022PTC216721