



Offer Letter

Ref: 017/HR/OL/2021

25-Feb-2021

Dear Mr. Rohit Vijay Kinare,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a role of **Engineer** in Band **1A** . You would currently be reporting to the **Manager- Quality - 651** at A-1 Fence.

The date of your joining would be **08-Mar-2021** . You will be posted at **Raigad**.

Your Total Gross Salary as applicable has been detailed in the Annexure to this letter. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with A-1 Fence. On successful completion of the probation, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies.

Your employment will be governed by the rules, regulations and policies of the Company.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

We request you to please carry a signed copy of the offer letter as a token of your acceptance.

Welcome to A-1 Fence. We wish you a long, rewarding and fulfilling career and look forward to your joining us.

Yours sincerely,

For A-1 Fence Products Company Pvt. Ltd.

Authorised Signatory

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the annexure to the same.

Mr. Rohit Vijay Kinare,
(Candidate's name in capital letters)

Date:

(Signature of the Candidate)

Location : Raigad



Annexure to your Offer of Employment [017/HR/OL/2021] as Engineer in Band 1A@

Welcome to A-1 Fence!

Presented here are the details that refer to our offer of employment to you in the role of **Engineer in Band 1A**.

1. Probationary Period and Confirmation as a Permanent Employee:

You will be on probation for a minimum period of six months. If your services are not found satisfactory during this period, the probation period may be extended further. The management can terminate the services during the probation period or after getting confirmed by giving you 1 month notice or salary in lieu thereof.

2. Leave Eligibility:

You will be eligible for leaves as per Company policy.

3. Compensation and benefits:

Your remuneration will be **INR 347000.0000 Per Annum** including Performance Linked Incentives subject to performance against set KRAs. The detailed break-up of the salary is given in **Annexure-1**. Please note that statutory deductions like **Professional Tax, PF and Income Tax** would be applicable (if any). The appraisal cycle of the company is 1st April to 31st March.

4. Notice Period:

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one month notice or salary thereof. During probation or on confirmation as a regular employee, you will be required to give one month notice or salary thereof in case you decide to leave our services. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the one month notice period. Similarly, the Company can terminate your services by giving you one month notice or salary thereof. The Company may terminate your services immediately on disciplinary grounds.

5. Transfer:

Your services can be transferred to any of our factories/ offices situated anywhere in India or abroad. At such time, the compensation applicable to a specific location will be payable to you.

6. Background Checks:

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience, if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action.



7. Other Terms & Conditions:

You agree not to undertake employment, whether full -time or part-time, as the Director / Partner / Member /Employee of any other organization or entity engaged in any form of business activity without the consent of A-1 Fence. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

You will maintain during the period of your employment and thereafter complete secrecy with regard to Company's affairs and shall not disclose the Company trade secrets or any information regarding the Company's activities to any person or persons. In this regard, you need to sign a **Non-Compete Agreement** with the organization.

Post acceptance of employment offer from your end; Company reserves the rights to withdraw the employment offer anytime before your joining ; without any compensation payable to you.

Please submit 2 passport size photographs, Passport, photo copies of PAN Card, Ration Card, Voter ID, Driving License and your Educational as well as previous Employment Certificates along with the salary slips for last 3 months within 7 days of accepting this offer letter.

In A-1 Fence, there are policies that are linked to performance management, career growth and annual compensation review of an employee, these policies will be applicable to you. You will be governed by the rules, regulations and policies of the Company as applicable to you.

All the benefits are as per the Company policies, which are subject to change from time to time. This offer is also conditional upon the execution of the "Non-Compete Agreement".

Note: The offer is subject to all clearance by third party background check.

Welcome to the A-1 Fence family.

Yours sincerely,
For A-1 Fence Products Company Pvt. Ltd.

A handwritten signature in black ink that reads 'Nilajana Pare'.

Authorised Signatory

ANNEXURE – 1

Detailed Salary breakup is as below –

Pay Component	Monthly Amount	Annual Amount
Fixed		
Fixed	24128	289558
Basic	12000	144000
HRA	600	7200
Food Allowance	2600	31200
Children Education Allowance	500	6000
Conveyance Allowance	2083	25000
Medical Allowance	2083	25000
News & Periodical Allowance	1000	12000
Leave Travel Allowance	1200	14400
Fuel Reimbursement	1445	17350
Special Allowance	617	7408
Monthly Entitlement	1800	21600
PF Co's contribution	1800	21600
Annual Entitlements	2986	35842
Bonus	999	11995
Performance Linked Incentives	1410	16921
Gratuity	577	6926
Deductions	0	0
PF Employee Contribution	1800	21600
PT	200	2400
Net Taken	0	0
Take Home Salary	22129	265558
Total Fixed	28914	347000
Total CTC	28914	347000



* Take Home Salary : Fixed -Deductions

* Out of INR 347000.0000 PA CTC, INR 1410.00 /- is Performance Linked Incentives (PLI) (variable) subject to the performance against set KRAs for previous year which will be paid at the time of Diwali along with bonus.

Apart from this, you will also be covered under Group Personal Accident as well as Group Mediclaim Insurance provided by the Company as per the company policy.

For A-1 Fence Products Company Pvt. Ltd.

A handwritten signature in black ink, reading 'Nilajana Pare', is centered on a light gray rectangular background.

Authorised Signatory