

ANIMESH LUNAVAT
VICE PRESIDENT

11th September, 2020

Mr. Yogesh Dhananjay Kulkarni
Emp. No. 8939
Supa (Pune)

Thru' Proper Channel

Dear Mr. Yogesh Dhananjay Kulkarni,

The Management is pleased to inform you that you are absorbed in the regular cadre of the company with effect from **01st September, 2020**, on satisfactory completion of your training period as **Officer - Marketing** on the following terms & conditions:

1. Your starting basic salary is fixed at Rs.6500/- (Rupees Six Thousand Five Hundred only) per month in the salary structure of Rs. 2000-100-4000-125-6500-150-Open end (E-1)
- 2.
3. Besides above, you will be eligible for the following allowances:

(a)	House Rent Allowance	Rs. 2600/- per month
(b)	Transport Allowance	Rs. 975/- per month.
(c)	City Compensatory Allowance	Rs. 1625/- per month
(d)	Special Pay	Rs. 3600/- per month
(e)	Education Allowance	Rs. 200/- per month
(f)	Food Allowance	Rs. 780/- per month on actual attendance basis.
(g)	Leave Travel Assistance to the extent of your one month basic salary per annum as per rules of the company	

4. You will also be eligible for Annual Bonus, Provident Fund, ESI & Gratuity, as per rules.
5. All other entitlements such as Travelling expenses, Leave rules, Car policy etc. wherever applicable will be for the grade **S-5** in existing policies.

All other terms and conditions of your appointment remain unchanged.

While congratulating you for the above, we are confident that you will continue to work with more zeal and enthusiasm and contribute your maximum in promoting interest of the company for mutual benefit.

With best wishes,

For Sanoh India Private Limited

ANIMESH LUNAVAT

Received
06.11.20

(Formerly known as "STI Sanoh India Private Limited" up to 3rd July, 2018)
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