



unicharm
NOLA&DOLA

UNICHARM INDIA PRIVATE LIMITED
5th Floor, Unit No. 501-508 & 510-518,
Centrum Plaza Building, Golf Course
Road, Sector-53, Gurugram-122002,
Haryana. Tel.: 0124-4351300
CIN-U51391HR2008FTC038151
E-mail id: customercare@unicharm.com
Web: www.unicharm.co.in

Date – 27th May 2024

Snehasis Mondal
30 Jadav Ghosh Bye Lane Sarsuna
South Twenty Four Parganas, West Bengal - 700061

Subject: Intent of Offer of employment from Unicharm India Private Limited

Dear Snehasis,

This is with reference to your recent meetings with us; we are pleased to offer you employment with Unicharm India Private Limited on the following terms and conditions:

1. Appointment

- 1.1 You shall be appointed to the position of **Sales Executive**. Your date of joining is **10th June, 2024**.
- 1.2 You shall be based in **Bhagalpur**, India but will serve the Company or any of its subsidiaries or associated companies in any location within or outside of India as per the business requirement of the Company.
- 1.3 Your employment with the Company is subject to your providing documentary proof of your relieving letter, educational qualifications and work experience proofs if any. You should be free from any contractual obligations preventing you from accepting this offer.
- 1.4 This offer is valid subject to the:
 - a. Satisfactory background check conducted by Unicharm India based on the details provided by you.
 - b. Clearance of required medical tests

Unicharm India reserves the right to withdraw this offer letter should the results of your background investigation and medical tests found to be negative.

2. Total Compensation

- 2.1 Your annual cost to company on joining Unicharm India Private Limited is **Rs. 7,20,000**.
- 2.2 The break-up of your salary will be as follows:



Salary Components	INR per annum
Basic	2,40,000
HRA	1,20,000
Misc Allowance	1,79,672
LTA	19,992
Bonus/Ex-Gratia	19,992
Total Fixed Pay	5,79,656
PF- Company Contribution	28,800
Gratuity	11,544
Retirals	40,344
Total	6,20,000
Performance Linked Sales Incentive	1,00,000
Total Target CTC	7,20,000

Please note: Sales incentive shall be paid as per company policy. Employee needs to be actively on the payroll of company at the time of payout.

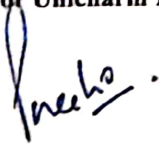
In addition to the above salary structure:

- You and your family will be covered as per the Medical Insurance Policy of the Company.
- You shall be covered under the Accident Insurance Policy of the Company
- You shall be covered under the Term life Insurance policy of the Company
- You shall be entitled for travel & expenditure guidelines of the company
- You shall be entitled for Mobile phone reimbursement as applicable to your level as per policy of the company

We would appreciate your confirmed acceptance of the above by signing and returning us the duplicate copy of this letter. The detailed appointment letter shall be provided to you at the time of joining subject to the satisfactory background check and medical reports.

Yours sincerely,

For Unicharm India Pvt. Ltd.

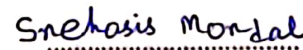


Preeti Negi
Corporate Head - HR, CSR & Communication

I accept the terms & conditions of service outlined above

SNEHASIS MONDAL

(Name)



(Signature)