



Ecolab Global Services Private Limited
(Formerly known as Ecolab Digital Center Private Limited)
Block-2, 6th Floor, Bhartiya City, Milestone Buildcon SEZ,
Chokkanahalli Thanisandra Main Road,
Bangalore 560064, Karnataka, India
CIN: U72900KA2021PTC151786

Ecolab Global Services Offer

03-10-2025

Dear Prateek Ravindra Nadagouda,

Ecolab is pleased to offer you the position of **Lead AI Engineer** starting on **13-10-2025**. You will be located at (BCIT) Bhartiya City, Milestone Buildcon Pvt Ltd SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore PIN-560064.

Your all-inclusive annual remuneration package will be **Rs. 35,30,847 (Thirty-Five Lakh Thirty Thousand Eight Hundred Forty-Seven Only)** (Subject to deduction of tax and other statutory payments as may be applicable).

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer).

PROBATION:

You will be on probation for a period of three months before your services will be confirmed. The probation period can be extended further, if your performance/conduct is not satisfactory. All other details about the probation and confirmation will be provided in your employment agreement.

NOTICE PERIOD:

The notice period required by either party for separation from the organization is 60 days. All the terms and conditions of the notice period will be provided in the employment agreement. There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.

CODE OF CONDUCT:

You agree to abide by the Company's Code of Conduct and other policies that the Company may adopt from time to time.

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St. Paul MN 55102 USA



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BONUS:

The payment of Bonus will be based on company performance and the Individual performance of the employee. The annual bonus is 15% of your **Annual Base Pay – A** as mentioned in the Salary Annexure. For the Fiscal year 2025, you will be eligible for the prorated payment from the commencement date of your employment till the end of the fiscal year which is November 2025. Terms and conditions of the bonus program may change and is defined by the company.

RELOCATION:

Eligibility - You may be eligible for relocation reimbursement expense as applicable by company's Relocation Policy. To be eligible to claim the expenses, bills must be submitted in original to Finance team no later than 30 days from the date of joining and bill date should be within 30 days of joining. You will be eligible for relocation expenses only in case of your base location of previous employment is not within Bangalore.

Payment Term - The relocation reimbursements are payable post your confirmation which may be 3-6 months from Date of Joining, as applicable as per the company's confirmation policy. If you leave Ecolab Global Services within 12 months of your start date, you agree to re-pay Relocation expense on or before the day of your full and final settlement at Ecolab Global Services.

TRANSFER OF EMPLOYMENT RELATIONSHIP:

You agree that if the Company transfers this agreement to Ecolab USA Inc., or any of its subsidiaries now or then existing, subject to applicable law, on the same terms and conditions as to the Company under this letter, prior to such transfer.

TRAVEL:

You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy subject to submitting proofs of such expenses.

WORK SHIFTS:

Please note that ECOLAB may require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the Company.

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EMPLOYMENT RESTRICTIONS:

Your employment with ECOLAB is conditional upon you're not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity. In the event you opt to become a partner in a partnership firm or a Director on the Board of any Company, you are required to seek prior written approval from relevant personnel from the management. ECOLAB will have the sole discretion to approve or disapprove such a request based on ECOLAB's Code of Ethics and other internal guidelines for deciding such requests.

CHANGE OF ADDRESS:

You shall keep ECOLAB always informed of your latest postal address and intimate in case of change of address. Any communication sent to you by ECOLAB on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

ECOLAB holds the right to withdraw the offer in case of non-response to our pre-onboarding communication and checks for a period of consecutive 10 days or in the event you accept any another offers after acceptance of our offer.

The above-mentioned terms of your offer letter will not be changed unless they are communicated to you in writing by authorized signatories.

This official offer letter is to be considered and agreed upon within three working days from the offer date (03-10-2025). Failure to accept this within three working days will result in the offer being deemed void.

We look forward to you joining us at the earliest.

Thanking you,

Vinod Kumar C
Associate Director HR

Offer Accepted: _____

Date: _____

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Salary Annexure

Components	Per Annum	Per month
Basic pay	12,32,339	1,02,695
HRA	4,92,936	41,078
LTA	1,23,234	10,269
Other Allowance	11,51,492	95,958
Total Gross (Annual Base Pay) - A	30,00,000	2,50,000
Retirement benefits		
Employer PF	21,600	1,800
Gratuity	59,247	4,937
Total Retirement - B	80,847	6,737
Bonus (at 15%) – C	4,50,000	
Grand Total A+B+C	35,30,847	2,56,737

The organization has the right to make changes in policies and processes from time to time to be in line with business needs. In such situations, organization may or may not be able to give advance notice on the changes made.

Note:

1. There will be statutory deduction like Income-tax, Profession tax etc. from the above Gross salary indicated.
2. Apart from the CTC indicated, company provide following benefits.



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Benefits	Frequency of Payment/ Claim
1. Group Medical Insurance	
This is a group medical insurance cover for ECOLAB employees during their employment with ECOLAB which covers the entire family	Annual
2. Group Life Insurance	
Term Life Insurance (TLI) is the most basic form of life insurance. The provides coverage in the event death of the insured individual within his/her ECOLAB tenure	Annual
3. Group Personal Accident Insurance	
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement and the coverage	Annual

Other Benefits:

LEAVE POLICY:

A. Earned leave (EL): These are leaves that an individual team member accumulates or earns by the end of every month. 1.5 days of EL is added to team member's account, up to a maximum of 18 leaves in a year on a prorated basis, based on the date of joining. EL's cannot be accumulated beyond 45 days in any given point in time. Any leave beyond 45 would get lapsed.

B. Sick Leave: These are leaves that an individual team member gets at the beginning of every quarter. 3 day of sick leave is added to team member's account during every quarter, up to a maximum of 12 leaves in a year on a prorated basis, based on the date of joining. Sick leaves cannot be accumulated and will lapse beyond the calendar year. Unavailed sick leaves cannot be encashed at the time of separation from the COMPANY. More than 2 sick leaves at a stretch needs to be justified with medical certificate from the doctor. Earned Leaves and Sick Leave cannot be clubbed together.

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Documents to be submitted prior to joining for Background Check purpose (Scanned format required):

Scanned Documents Required:

1. ID & Address proof for current & permanent address. (Aadhar Card would be Mandatory)
2. PAN Card. Mandatory
3. Passport
4. Last 3 months pay slip
5. Last 2 company relieving & experience letter. (Can be shared a day before the joining date)
6. Mark sheets from 10th to Degree & PG
7. 1 Passport size photo

At Ecolab we believe that our associates are the key to our company's future. We are committed to a culture that fully leverages our associates' talents by promoting an environment where all associates can learn and grow, make an impact, and be rewarded for their contributions.

Congratulations on your new opportunity with Ecolab.

Please do not hesitate to contact me should you have any inquiries regarding your offer.

Best Regards,
Sandip Shaw
Ecolab Global Services

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