

Tuesday, January 21, 2025

Akhil M,

Matrix West-Wings, Door no.-208, A-block, Kambla Cross, Alake

Mangaluru

Karnataka

575003

Dear Akhil M,

With reference to your application and subsequent interview with us, we are delighted to make you an offer of employment as Intern, Information Technology at GIC Global Industrial Private Limited ("**Company**") based out of our office located at [C/O Redbricks ,8th floor, E wing,Times Square Building,Andheri Kurla road, Marol,Andheri East , Mumbai ,Maharashtra 400059] on the following terms and conditions:

1. Your annual compensation shall be as follows (less all applicable withholdings and deductions):

Base Salary: ₹240,000.00 Indian Rupees per year outlined as follows:

Basic @ 40% of Base;

House Rent Allowance @ 20% of Base; and

Special Allowance @ 40% of Base (includes medical, LTA, conveyance and PF).

You are also eligible to receive an annual bonus based on the attainment of Company and individual objectives.

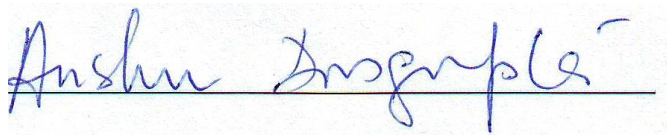
2. You are required to commence your employment on Monday, February 3, 2025 . A detailed letter of appointment containing the terms and conditions governing your employment with the Company shall be provided to you on your date of joining along with the standard policies of the Company as may be applicable from time to time.
3. Our benefits package includes Group Mediclaim and Group Personal Accident insurance that shall be provided to you by the Company.
4. While your services may be required at any offices of the Company, your base location shall be the Company's office located at [Mumbai].
5. You will be on probation for a period of [90 (ninety)] days from the date of joining. During the probation period, the Company will assess your performance, good conduct, behavior and on satisfactory completion of your probation. During the probation period, the Company or you may terminate the employment relationship on [1 (one)] day's written notice. After completion of your probation period, your appointment may be confirmed by the Company at its discretion based on the evaluation of your performance, or the probation can be extended for such period as may be determined by the Company, thereafter, your performance again will be subject to assessment by the Company. In case the Company is satisfied with your performance, the Company at its sole discretion shall have the right to extend your employment in the Company for such period as may be intimated to you by the Company in writing.
6. Please note that this Offer Letter is not a contract of continuing employment, and the Company shall have the absolute right and discretion to terminate your employment after the completion of the probationary period. After the probationary period, your employment by us is for no fixed term, and we may terminate the employment relationship, upon giving appropriate statutory notice or during the notice period, with immediate effect, through the payment of basic salary equivalent to the remaining notice period. In addition, following the probationary period, if you desire to terminate the employment relationship, you must provide us with at least [2 (two)] months written notice. During this notice period (whether such notice is given by you or the Company), the Company may require you to serve all or part of the notice period from your home, and the Company shall be under no obligation to provide you with any work to be done for the Company during such period. All terms and conditions of your employment will continue to apply.
7. In addition to the above, this offer of employment may be subject to the successful completion of a background investigation, which includes a reference and criminal check. This background check may be carried out by a third-party service provider and therefore, any information that we may need from you would be shared with such third-party service provider and you confirm that you do not have any objection to the same.
8. You will keep the terms of this Offer Letter confidential and shall not disclose it to any other party/entity.

9. Please sign (either physically or digitally) and return to us the enclosed duplicate of this letter in token of your acceptance of this offer and the terms and conditions stipulated herein for our records within 2 days from the receipt of this Offer Letter, failing which this offer shall stand withdrawn.

We look forward to your joining our team and we are sure that you will find many opportunities to make valuable contributions. Please contact me with any additional questions or concerns at [adasgupta@globalindustrial.com] or [022-69129940].

Sincerely,

For GIC Global Industrial Private Limited



[Anshu Dasgupta]

Human Resources

Agreed and accepted:



Akhil M

Date: 23/01/2025

Please provide two references when you send this offer letter back with your acceptance. In addition, please provide documentation to verify your eligibility to work in India either with your signed copy of this letter or at the latest on your first day of work.