



June 17, 2025

Att: Ms. Manisha Bajaj

Re: Kanta Electric Corp. (KEC) Offer Letter- Payroll + Accounting Admin role

Dear Ms. Bajaj:

We are very pleased to offer you a conditional offer of employment with Kanta Electric Corp. ("the Company"). This offer of at-will employment is conditioned on your satisfactory completion of certain requirements, as more fully explained in this letter. Your probationary employment is subject to the terms and conditions set forth in this letter, which override anything said to you during your interview or any other discussions about your employment with the Company.

Should you accept this position, you understand that your probationary employment may be for a full-time or part-time position and your start date shall be Thursday, June 19th, 2025. Your expected hours of employment are 9:00 A.M – 5:00 P.M (Mon-Friday), subject to change at the Company's discretion. You will perform duties and responsibilities that are reasonable and consistent with a non-exempt employee and as may be assigned to you from time to time. This position is not a remote-position and you understand that the performance of your responsibilities will require you to work from our office or off-site locations as directed.

You will report directly to Kanta Management, or another individual designated by him/her/them. You agree to devote your full business time, attention, and best efforts to the performance of your duties and to the furtherance of the Company's interests and to comply with the policies and procedures in the Company's employment handbook until satisfactory completion of your probationary period and upon eligibility and acceptance under the terms of the Local Union No. 3 I.B.E.W., AFL-CIO Collective Bargaining Agreement.

In consideration of your services during your probationary period, you will be paid wages in the amount of \$28.00 per hour payable in accordance with our standard payroll practices and subject to all withholdings and deductions as required by law.

If this offer is accepted and you begin your probationary employment with the Company, you will NOT be eligible to participate in any benefit plans and programs in effect from time to time, including vacation/Paid Time Off (PTO), medical insurance and other fringe benefits as are made available to other similarly situated employees of the Company – until your probationary employment period has been satisfactorily completed and upon eligibility and acceptance under the terms of the Local Union No. 3 I.B.E.W., AFL-CIO Collective Bargaining Agreement.

During your probationary employment period, your employment will be at-will, meaning that you or the Company may terminate the employment relationship at any time, with or without cause, and with or without notice.

This offer is contingent upon:



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- (a) Verification of your right to work in the United States, as demonstrated by your completion of the I-9 form upon hire and your submission of acceptable documentation (as noted on the I-9 form) verifying your identity and work authorization.
- (b) Your execution of the enclosed Non-Disclosure Agreement and acknowledgement of the Employee Handbook.
- (c) Completion of a background check (if applicable). The "Authorization for Background Checks" form attached to the end of this letter asks for your consent to conduct a background check.

This offer will be withdrawn if any of the above conditions are not satisfied. By accepting this offer, you confirm that you are able to accept this job and carry out the work that it would involve without breaching any legal restrictions on your activities, such as restrictions imposed by a former employer.

All of us at Kanta are excited at the prospect of you joining our team. If you have any questions about the above details, please let me know immediately. If you wish to accept this position, please sign below and return this letter agreement to me.

AGREED AND CONSENTED TO BY:

Name: _____

Date: _____

Signature: _____



AUTHORIZATION FOR BACKGROUND CHECK

(Please read and sign this form in the space provided below. If you decline to provide your written authorization, the Company may rescind the offer of employment.)

I, _____, hereby authorize Kanta Electric Corp., a New York corporation with its principal office located at 34-21 56th Street, Woodside, NY 11377, and any of its existing or future subsidiary entities (individually and collectively referred to as the "Company"), to investigate my background and qualifications for purposes of evaluating whether I am qualified for the position for which I am applying. I understand that Company may utilize an outside firm or firms to assist it in checking such information, and I specifically authorize such an investigation by information services and outside entities of Company's choice.

In the event Company rescinds its offer of employment after conducting a background check, the Company will do the following:

- 1) Give you a copy of the background check or other documents used to determine that you had a criminal record;
- 2) Share with you our evaluation under Article 23-A of the New York Correction Law that formed the basis of our decision to rescind the conditional offer of employment; and
- 3) Hold the position open for at least three business days to allow you to respond.

Signature of Employee

Date

Employee's Name - Printed