



Cargill Business Services India Private Limited  
(Formerly known as Cargill Global Trade Solutions India Pvt. Ltd.)

08-Nov-17

Mr. Karegowni Somasekhar  
13-7/A, Pamurivari Palli, B Kothakota,  
Bayyappagiri Palli, Chittoor, Beerangi,  
Kothakota, Andhra Pradesh- 517370.

Dear Karegowni,

We refer to your application and our subsequent meeting. We are pleased to offer you the position of 'Associate' in our organization. You will be placed in "Associate Professional" band.

The detailed terms and conditions are outlined in the enclosure. We would like you to join our team as soon as possible and not later than **13-Nov-17**. Should you accept, please sign and return a duplicate copy of the offer and Confidentiality agreement attached.

With best wishes for a successful career with Cargill

Yours sincerely,

For Cargill Business Services India Pvt. Ltd.

Yeshodha Murthy  
Center GHRS Lead

Encl.: a/a

**SEZ Office:** 3rd Floor, Block No. 9  
Pritech Park Special Economic Zone,  
Bellandur, Varthur Hobli,  
Bangalore - 560 103, (Karnataka), India

Tel: +91- 080-49463100 / 400  
+91-124-4090 450  
Fax: +91-124-235 8972 / 73

**Registered Office:** Y - 65, Ground Floor, Hauz Khas, New Delhi - 110 016, India  
**CIN No:** U74140HR2010PTC040251



Cargill Business Services India Pvt. Ltd.

08-Nov-17

Mr. Karegowni Somasekhar  
Bangalore

**Sub: Offer letter for Employment**

Designation	:	Associate
Reports to	:	Manager
Location	:	Bangalore
Salary Details	:	Please see Annexure 1

**Probation:** You will be placed on probation for a period of 6 months from the date of your joining. If your performance is not found to satisfactory during the probation period, the probation can be extended for another period of 3 to 6 months at the sole discretion of the Company. You will be required to give a one month notice of separation during the probation period.

The Company may also in its sole discretion have the right to terminate your appointment without assigning any reason by giving one month's (30 days) notice or payment in lieu thereof.

During the initial probation period or extended probation period, your performance will be assessed and evaluated by the Company and the Company in its sole discretion may either extend the probation period or terminate the employment without assigning any reasons thereof. On expiry of the probation period either initial or extended, you will continue to be on probation unless a letter of confirmation in writing is issued by the Company.

**Notice for Separation:** Either party is required to give three-month notice of separation, after the completion of the probation period and successful confirmation. The management reserves the right to adjust un-availed privilege leave or salary in lieu of notice period. It may accept your resignation and relieve you before the expiry of the notice period with no liability for compensation.

Your employment may be terminated without notice or compensation for any act of misconduct or for any act that would seriously affect the Company's business or its employees.

**Transferability:** You can be transferred to any department/location; any of our subsidiary or Associate Companies or Joint-venture companies situated anywhere in India or abroad. You may be posted in any shift.



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**Bangalore**

**Misconduct:** You will be governed by relevant disciplinary rules as formulated by the company from time to time.

**Obligation & Responsibilities:** During your employment period, the Company may require you to undergo training in any department / section in which you are placed with high standard of initiative and efficiency. You shall not take up any other work for remuneration (Part time or otherwise) or work on advisory capacity, or be interested directly or indirectly in any other trade or business during this period without obtaining permission, in writing from the Appointing Authority.

**Age of Retirement:** 60 years.


**Other Terms and Conditions:** You will be governed by all rules of the Company as applicable from time to time.

This offer is made subject to the satisfactory outcome of a pre-employment medical examination and normal background investigation. We may also be conducting a reference check with your previous employer/s.

If the above terms and conditions are acceptable to you, please sign and return the duplicate copy of this letter enclosed herewith.

We look forward to having you as a member of our team and wish you a rewarding career with us.

Yours sincerely,

  
**Yeshodha Murthy**  
**Center GHRS Lead**

I accept above terms and conditions and shall join on\_\_\_\_\_.

Name : \_\_\_\_\_ Signature : \_\_\_\_\_

Date : \_\_\_\_\_ Place : \_\_\_\_\_



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## Annexure 1

Compensation		
Name	Mr. Karegowni Somasekhar	
Band	Associate Professional	
Salary components	Monthly Salary (in Rupees)	Annual Salary (in Rupees)
Basic	15000	180000
House Rent Allowance	7479	89748
<b>Monthly Total</b>	<b>22479</b>	<b>269748</b>
Leave Travel Allowance		15000
Domiciliary Medical Reimbursement		15000
P.F Contribution from employer		21600
Gratuity - as per below clause		8654
<b>Total Fixed Remuneration</b>		<b>330002</b>

**Bonus/Variable Pay:** You will be entitled to an Individual Variable Pay program which will be based on the company performance and individual performance. It will range from 0 to 8% of your Base Salary. Your Base Salary will be INR 299748/- only.

**Gratuity:** As per company policy in India, you will be entitled to receive gratuity @ half month Basic salary for each year of service after completing a minimum of 5 years service with Cargill Business Services India Pvt. Ltd at the time of retiring/resigning from the Company.

**Provident Fund:** You will be eligible to membership of the provident Fund. The rate of contribution payable by the company will be 12% of your Basic Salary. Your minimum contribution will be 12% of your Basic salary.

For Cargill Business Services India Pvt. Ltd.

  
**Yeshodha Murthy**  
Center GHRS Lead

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Mr. Karegowni Somasekhar  
Bangalore

Dear Karegowni,

Congratulations on accepting to be a part of a growing organization!

May we request you to bring the following with you at the time of joining -

1. Copies of your academic testimonials
2. Relieving letter of previous organization
3. Two passport size photo graphs of self and family members \*
4. Copy of passport
5. Copy of PAN card
6. Salary Certificate from Previous Employer
7. All completed enclosed forms

Look forward to your joining us on **13-Nov-17**

Best wishes.