

Date: 14th March 2024

Sub: Offer Letter

Dear **Mr. Karthik N,**

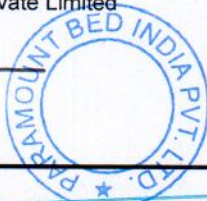
This refers to the interview you had with us, accordingly, we are pleased to inform you that, you have been appointed as **Territory Manager - Sales** placed at Bangalore.

1. Your compensation consists of an annual package of CTC **Rs. 1,022,344/-** (Per Annum). Details of the salary structure will be advised in the appointment letter.
2. You will report at our office **Plot#430, Sector-8, IMT Manesar - 122050, Distt. Gurgaon, Haryana for working across the country** in our organization.
3. Office Work Timings: i.e-8:30 – 17:30, 5 days a week. You will need to work on Saturdays in case the work demands.
4. **You will be on probation for a period of six months & during the period of probation; your services can be terminated, if your performance does not match the management's expectations.**
5. You will have to follow all the Rules & Regulations of the company in existence, amended / added time – to - time as and when required, by the company.
6. You are requested to join the services of the Company on or before **15th April 2024**.
7. We shall appreciate your confirmation of acceptance of the above offer, latest by **20th March 2024**. Non-acceptance before the stipulated date shall make this offer redundant automatically.
8. Please bring all your documents on your joining date.
9. Our detailed appointment letter containing terms and conditions will be handed over to you on the date of joining.
10. Your appointment will be subjected to the submission of authentic documents from your end.
11. Please note that on your acceptance of this offer a detailed Appointment Letter, Non-Compete Agreement and Confidentiality Agreement will be required to be signed by you.
12. Please note that all information submitted by you shall be correct. Any incorrect information furnished by you may lead to cancellation of LOI and the subsequently release of appointment.

We welcome you to **Paramount Bed**, and look forward to a long and mutually beneficial association.

For: Paramount Bed India Private Limited

Masanori Take
Managing Director



If you accept the terms and conditions above mentioned, please sign the declaration in the duplicate and return to us. The original shall be retained by you.

Date:

Signature:

Place:

Name

CIN NO. U74120HR2012FTCO46874

PARAMOUNT BED INDIA PVT. LTD.

Plot # 430, Sector-8, IMT Manesar - 122050,
Distt. Gurugram (Haryana)
<http://www.paramount.co.jp/english/>



Paramount Bed India Private Limited

Compensation Details			
Name:	Mr. Karthik N	Employee Code:	
Title:	Territory Manager - Sales	Joining Date:	15th April 2024
		Effective Date:	15th April 2024
		Per Annum	Per Month
Basic		Rs. 399,000	Rs. 33,250
Allowances			
House Rent Allowance		Rs. 199,500	Rs. 16,625
Special Allowance		Rs. 199,500	Rs. 16,625
Sub Total (A)		Rs. 798,000	Rs. 66,500 (Note 1)
Reimbursements			
Vehicle Maintenance		Rs. 90,000	Rs. 7,500
Food Bills		Rs. 12,000	Rs. 1,000
Sub Total (B)		Rs. 102,000	Rs. 8,500
Total (A+B)		Rs. 900,000	Rs. 75,000
PF (Employer Contribution)		Rs. 21,600	Rs. 1,800 (Note 2)
LWF (Employer Contribution)		Rs. 744	Rs. 62
Mediclaime & Accident Insurance (Employee Cont.)	Refer Note 4	Rs. 6,000	Rs. 500
Medical Insurance (Employer Cont.)		Rs. 19,000	(Note 4)
Performance Bonus	Refer Note 6	Rs. 75,000	(Note 5)
Total Cost to Company		Rs. 1,022,344	Rs. 77,362
Note: 1 The said amount gets credited directly to your bank account, after having deducted TDS.			
Note: 2 PF is an employer contribution and will be limited to INR 1800 per month.			
Note: 3 Total take home after deduction Reimbursements, subject to tax liability.			
Note: 4 Mediclaime for hospitalization for self & dependants (excluding parents) will be as per company policy. Accident Insurance for self will be as per company policy.			
Note: 5 Bonus will subject to the performance of the individual and company. Bonus shall be declared end of the financial year.			

For Paramount Bed India Private Limited

Authorised Signatory

Mr. Karthik N
Accepted