

Mahindra & Mahindra Ltd.
Mahindra Powerol
MHEL, 1st Floor, Gate No. 12, A-1/1,
Talawade Chakan Road,
Chakan Industrial Area,
Phase-IV, Nigoje, Maharashtra, 410501.

Toll free no.: 1800 419 1999
www.mahindrapowerol.com

OFFER LETTER: FIELD SALES EXECUTIVE

Dear Mr. M Bandesh,

We are glad to welcome you to SMP Diesel, an Authorized Dealer of Mahindra Generators, and are pleased to extend an offer of employment for the position of **Sales Executive - Field**.

We believe your skills and enthusiasm will contribute significantly to our team and the growth of our business.

Below are the details of your employment offer:

Position: Sales Executive - Field

Start Date: [March 19th, 2025]

Work Location: Bengaluru and surrounding areas

Reporting To: Managing Director

Compensation:

- Basic Salary:** Rs. 25,000.00 per month, payable monthly.
- Incentive:** Rs. 5,000.00 per generator sold, payable upon successful completion of sales.
- Commuting Assistance:** Rs. 4,000.00 per month for fuel, provided upon submission of valid bills from petrol bunk outlets.

Roles and Responsibilities:

- Define and Create Marketing Strategies to Promote and Sell Mahindra Generators:** You will develop and implement marketing strategies to drive sales of Mahindra Generators. This includes conducting market research to identify customer segments (e.g., construction, commercial buildings, schools, hospitals, industries), visiting organizations to pitch product benefits, generating leads through networking and referrals, organizing promotional activities like demonstrations, and positioning Mahindra Generators competitively to secure sales across Bengaluru and surrounding areas.

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2. **Achieve a Monthly Sales Target of 2 Generator Sets (Gensets) Minimum:** You are required to sell a minimum of 2 gensets per month, supported by your marketing efforts, with progress tracked via daily email reports and reviewed quarterly.
3. Submit a daily report via email detailing organizations visited and leads generated.
4. Maintain strict confidentiality regarding leads and enquiries for the sale of new diesel generators.

Work Terms:

1. **Work Schedule:** Monday to Saturday(9am-6pm); Sunday is a weekly off.
2. **Holidays/Leave:** Any holidays or leave must be informed three days in advance, with a corresponding deduction in salary.
3. **Performance Review:** Conducted quarterly to assess your sales performance and contributions.
4. **Notice Period:** 60 days in the event of resignation or termination.

This offer is contingent upon your acceptance of these terms and conditions.

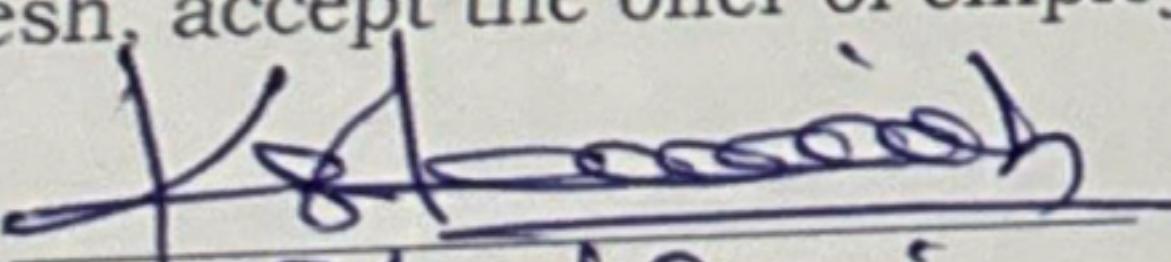
We look forward to welcoming you to our team.

Sincerely,
Keshavaiah
Managing Director
SMP Diesel
Authorised Dealer of Mahindra Generators
Yelahanka, Bengaluru

Acceptance of Offer:

I, M Bandesh, accept the offer of employment as outlined above.

Signature:


18/3/25

Date: