



August 19, 2016

To,
Kalyani Ravindra Mungikar
Ravindra Madhukar Mungikar,
FL No-B/4, Trishul Apartment, Naralibag,
Aurangabad - 431 001

LETTER OF OFFER

Dear Kalyani,

This refers to the meeting we had in the recent past. Based on the discussion, we are pleased to invite you to join our organization. The terms of the offer of appointment are given below -

1. You will be designated as **Graduate Trainee - Flavours**. You will report to **Irshad Shaikh, Senior Manager - Technical**, or to the person as may be communicated to you from time to time and will be based at **Mumbai**.
2. Your emoluments will be as per the annexure attached with this letter.
3. This offer is issued to you on the understanding that you have furnished all the required relevant information and all the information furnished by you is correct and complete.
4. The regular letter of appointment, incorporating the detailed terms and conditions will be issued to you consequent to your joining us.
5. This offer of employment is valid until **September 1, 2016**.
6. Your appointment shall be subject to the successful completion of your B.Tech. course and medical fitness certified by our certified medical consultant, details of which, we will advise you, once you confirm the acceptance of this letter.

We are looking forward to your joining our organization at the earliest.

Please endorse your acceptance by signing on the duplicate copy of this letter.

With best regards,

For Keva Flavours Private Limited,

Amol Shirodkar
General Manager – HR Operations

I hereby accept the above offer.

Name: Kalyani Ravindra Mungikar **Signature:** _____ **Date:** _____



Keva Flavours Private Limited
C/o. S H Kelkar And Company Limited
Lal Bahadur Shashtri Marg, Mulund (West), Mumbai - 400 080. Tel : +91 22 2167 7777
Regd. Office : Devkaran Mansion, 36, Mangaldas Road, Mumbai - 400 002. (INDIA)
Phone : (022) 2206 96 09 & 2201 91 30 / Fax : (022) 2208 12 04
www.keva.co.in
CIN No. : U15134MH1980PTCO23361

**ANNEXURE**

Name : Kalyani Ravindra Mungikar
Designation : Graduate Trainee – Flavours
Grade : Trainee

Compensation Details

Salary Components	Amount in Rs.	
Basic	21,271	P.M.
HRA	1,064	P.M.
Sodexo Coupon	2,000	P.M.
Conveyance	800	P.M.
Medical Reimbursement	2,083	P.M.
Sub Total (Monthly Salary)	27,217	P.M.
Annual Salary - Sub Total – A	3,26,608	P.A.
Other Pay Elements		
PF (Employer's Contribution)	30,630	P.A.
Sub Total – B	30,630	P.A.
Cost To Company (A+B)	3,57,238	P.A.
Gratuity	12,762	P.A.
Sub Total – C	12,762	P.A.
Total Cost To Company (A+B+C)	3,70,000	P.A.
Other Benefits		
Group Mediclaim	Rs. 1,50,000 per annum per family (Self, Spouse and 2 dependent children, if applicable)	
Personal Accident Insurance	Upto 24 months' basic salary	

For Keva Flavours Private Limited,

Amol Shirodkar
General Manager – HR Operations

I hereby accept the above offer.

Name: Kalyani Ravindra Mungikar Signature: _____ Date: _____



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