



09-11-2023

To,

**Prathmesh Mahavir Magdum**

Bhilawadi Sangli, Bhilawadi,  
,, India  
416303

**Subject: Offer Letter**

Dear Prathmesh,

Congratulations!

We are pleased to be writing to invite you to join **Aarti Industries Limited** as **Technology Executive at Junior Executive** designation in **Technology Development** Vertical at **Navi - Mumbai, Maharashtra, India, (Metro)**.

A detailed Appointment Letter stating the Terms & Conditions of employment and Confidentiality Declaration Agreement (CDA) will be issued at the time of your joining.

This letter entails the general terms of our employment offer including compensation, general employee benefits and professional requirements.

Please review this summary of terms and conditions for your anticipated employment with us.

1. You will be based at **Navi - Mumbai, Maharashtra, India, (Metro)** and will report to the **Technology Manager**.
2. Your employment is subject to the satisfactory result of your Medical Tests and Background Verification.
3. You will be on probation for a period of **six months**.
4. Your Compensation and Benefits details are as per the enclosed **Annexure - I**.
5. The Company has a PF and Gratuity scheme which you will be eligible to join.
6. Compensation and Benefits are subject to taxes, to be borne by the incumbent as per prevailing tax laws.
7. You will be eligible for annual appraisals of performance and increases in compensation based on performance and other factors effective from **01-04-2025 onwards** if DOJ is on or before 30th September.
8. Variable Pay will be paid on an annual basis as per Company Policy.
9. Notice period will be of **90 Day(s)** from either side at the sole discretion of the management.