



03 Mar 2021

Aman Bharadwaj

Dear Mr. Aman Bharadwaj

OFFER OF EMPLOYMENT

On behalf of Berger Paints, we congratulate you for successfully completing our campus recruitment process and we are pleased to extend an offer to you for the position of **Senior Sales Officer Trainee (SSOT)** on the terms and conditions discussed mutually. We believe that your knowledge, skills and dedication would be an ideal fit for our team.

You will be on training under probation for a period of one year, and on successful completion of probation which will include a knowledge assessment, will be absorbed in the regular non-management grade as **Senior Sales Officer** of the Company.

Your date of joining shall be Monday, 8th March 2021 and your reporting location Jaipur. For any guidance in reaching your reporting location or any logistical support, you may reach out to our Admin Coordinator Mr. Ravi Sharma at 9214012115.

Your remuneration and benefits will be as set out in the annexure to this offer.

You are requested to bring along the following documents for submission at the time of your joining.

- a) All certificates and mark sheets (SSC on wards)
- b) DOB Proof (Birth Certificate/ Class 10 Admit Card)
- c) Company application form duly filled (enclosed)
- d) Medical form duly filled (enclosed)
- e) Photocopy of Pan Card
- f) Photocopy of Aadhaar Card

The formal letter of appointment will be issued to you at the time of your joining the Organization. We look forward to the prospect of a long and mutually rewarding professional relationship.

Yours Sincerely,
For BERGER PAINTS INDIA LTD.

(SUBROTO BASU CHAUDHURY)
GROUP HEAD - HR

Encl: Salary Annexure

BERGER PAINTS INDIA LIMITED

Berger House, 129, Park Street, Kolkata - 700017, Phone: 2229 9724-28, 2229 6005-06, Fax: 91-33-2249 9009/9729, www.bergerpaints.com
CIN - L51434WB1923PLC004793, E-mail: consumerfeedback@bergerindia.com

SENIOR SALES OFFICER TRAINEE COMPENSATION - 2021

EMOLUMENTS				Per Month	Per Annum
FIXED SALARY AND ALLOWANCES					
Basic Salary			Rs	15295	183540
Fixed DA			Rs	0	0
House Rent Allowance			Rs	2000	24000
Conveyance Allowance			Rs	1600	19200
Supplementary Allowance			Rs	1000	12000
Special Allowance			Rs.	10562	126744
LTA (@1 month Basic Salary + Fixed DA)			Rs	1275	15295
Medical (@ 1 month Salary + Fixed DA)			Rs	1275	15295
Total Monthly Rate (A)			Rs	33006	396074
ANNUAL COMPONENT					
Annual Bonus / Exgratia			Rs	1400	16800
Total (B)			Rs	1400	16800
RETIRALS					
PF (@12% of Basic Salary + Fixed DA)			Rs	1835	22025
Gratuity(@15 days pay/year)			Rs	735	8824
PERQUISITE					
Cell Phone Reimbursement			Rs	500	6000
Total (C)			Rs	3071	36849
VARIABLE PAY					
Sales Incentive (Max.)			Rs	0	80000
Market Working Allowance			Rs.	3780	45360
Total (D)			Rs.	3780	125360
Gross Salary (CTC)			Rs	41257	575083
(Total of A+B+C+D)					

Retention bonus of INR 2,00,000 will be paid at the end of the year.

NOTE :

- Additional benefits extended by the company as per Company policy is Group Medclaim Insurance coverage of Rs 1,50,000/- p.a. for self and immediate family.
- Sales / Performance Incentive is a variable component and is calculated based on optimal performance of individual on certain value, volume, collection targets achieved on quarterly basis. The indicated figure is on a full year term, based on an assumption that you will earn 100% incentive. The actual pay out shall be based on achieved performance levels on specified performance parameters and is payable only if an individual is on the rolls of the company during the time of each pay out as per rules.
- LTA can only be availed after completion of one year of service.
- Annual Bonus for the period (April-March) is payable in September/October of every year.
- Domiciliary Medical Reimbursement benefit shall cover immediate family members & parents only.
- Two wheeler shall be allotted as per company scheme & individual grade entitlement.
- Leave entitlement in a year : As applicable in the factories / depots as per Company rules.
- Market Working Allowance will be reimbursed at Rs.210/- per day for local and upcountry travel depending on the actual no. of days travelled and monitored through Mobile App.(Minimum of 18 days) This is a variable component calculated on specific number of visits to dealers,XP sites and retail projects as per Company rules. Currently number of visits to Depot Town will be 100 and upcountry /Other than Depot Town will be 80.

