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**Registered Office:**  
No-86, Uday Mansion, Industrial Layout,  
Koramangala, Bangalore,  
Karnataka - 560095  
E mail: info@infifresh.com | www.infifresh.com  
Phone: 98537 37374 | Fax: +91 80 6688 5310  
CIN: US190KA2020PTC134621

# infifresh

Foods Private Limited

Confidential

Date: 30<sup>th</sup> May 2022

To,

Surajkumar Naganuri

Address: S/O: Balagouda Naganuri, #984/k Yelimunnoli Tq-Hukkeri di-belagavi, Karnataka 591309

Sub.: Offer Letter for the position Test Engineer

Dear Surajkumar Naganuri,

We are pleased to offer you full time employment as Test Engineer at Infifresh Foods Private Limited (hereinafter referred to as "Captain Fresh" or "Company"). Please return us a copy of this offer letter duly signed as a token of your acceptance to the terms of your appointment. We will then proceed to create a detailed employment contract which will be executed with you upon you joining the Company.

The terms being offered for your appointment are as follows:

1. Joining date: We would appreciate if you can start no later than 20<sup>th</sup> June 2022 at 11:00 AM by reporting at the Location.
2. Location: Bengaluru
3. Remuneration: Your annual remuneration is INR 5,50,000 per annum. Detailed break-up of the same is mentioned in Annexure 1. The remuneration will be paid to you, in arrears, on a monthly basis after giving effect to any withholdings required under law. Any income tax applicable on your remuneration or any other payment made to you by the Company, will be deducted at source.
4. Your hours of work will be as per the policy of the Company and requirements of the assignments which will be handled by you. During the employment term, you are expected to devote your full time towards the assignments entrusted upon you by the Company and you agree not to undertake any alternate employment, be engaged with a business activity or any other assignment apart from your employment with the Company.
5. This offer of employment is being extended to you and is subject to satisfactory reference checks, background verification and pre-employment checks, which may be carried out by Captain Fresh on its own and through third parties. You agree to extend all necessary support in this regard with an endeavour to complete such reference checks, background verification and pre-employment checks before your Joining date. An unsatisfactory reference check, background verification and pre-employment check will lead to withdrawal of this offer, at the discretion of the Company.

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6. Probation Period: Upon your joining, your employment is subject to a Probation Period of 3 months, after successful completion of which, your employment will be confirmed by the Company.
7. Notice Period: During the Probation Period, either the Company or you can terminate your employment with a 10 days' notice or through payment/ deduction of equivalent proportionate remuneration thereof, as the case may be. After the successful completion of your Probation Period, either the Company or you can terminate your employment with a 30 days' notice or through payment/ deduction of equivalent proportionate remuneration thereof as the case may be.
8. Confidentiality: You agree and accept to keep the terms of this offer letter confidential at all times and refrain from sharing it with third parties. You consent to share personal information including but not limited to your date of birth, details of Aadhaar card for the purposes of undertaking reference checks, background verification and pre-employment checks which may be initiated by the Company after your confirmation to the terms of this offer.
9. Transfer and relocation: You will be liable to transfer in such capacity as the Company may from time to time determine, to any location, department or branch of the Company or its affiliate, subsidiary, holding company. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.
10. Non-compete and Non solicitation: Upon your joining, you agree that during the term of your employment and further for a period of 6 months after your resignation/ separation from the Company, for whatever reasons, you shall not be joining a competitor of the Company or set up a business in competition to the business of the Company. Further, for a period of 6 months after your resignation/ separation from the Company, for whatever reasons, you agree that you shall not directly or indirectly solicit any employee or third parties engaged with the Company to join you/ your company.
11. Validity: This offer is valid for a period of 5 working date from its Issue Date within which you are requested to revert with your acceptance of the same failing which it will stand cancelled.

We are excited to have you join our team! If you have any questions, please feel free to reach out.

Sincerely,



Chief Business Officer

Acceptance

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## Foods Private Limited

**ANNEXURE-1**

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	2,52,200	21,017
Food Allowance	24,000	2,000
Mobile Allowance	26,400	2,200
HRA	1,00,880	8,407
Special Allowance	1,00,920	8,410
Take Home Salary	5,04,400	42,033
Employee PF	21,600	1,800
Professional Tax	2,400	200
Employer PF	21,600	1,800
Total Deductions	45,600	3,800
Gross Salary	5,50,000	45,833
Total CTC	5,50,000	45,833

\*All the above components are subject to applicable statutory deductions in monthly payroll and your salary will be subject to deduction of applicable tax at the source (TDS).

**Additional Points:**

**Provident Fund:** Both the company and you shall contribute to your provident fund account in accordance with the prevailing statutory requirements and applicable law

**Gratuity:** You are eligible for payment of gratuity in accordance with the statutory provisions after completion of 5 years in the company

**Health Insurance Scheme:** You would have health insurance cover to you and your family under the company's Health Insurance Scheme. Sum Insured of Rs.3 Lakhs (Health Insurance Covering: Employee + Spouse + Children). This Health Insurance Scheme is subject to revision by the management from time to time.



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**ANNEXURE- 2**

**Indicative list of documents**

Please share the following documents and information to initiate your background verification and joining formalities:

1. 2 photographs
2. All education certificates
3. Salary slip (last 3 months)
4. Experience letters and no due letters from all past employers
5. Up to date resume
6. PAN Card
7. Aadhar Card
8. Permanent address proof in case address is different from Aadhar Card
9. UAN Card issued by Employees Provident Fund Organisation
10. Existing bank account details with a cancelled cheque

The above is an indicative list of documents which may be required from you after your acceptance of the offer. The Company shall have a right to seek additional details, information and documents as may be needed for your onboarding.