

ADM Northfield Enterprises India (P) Ltd
CIN : U74999KA2021PTC148125
#1005/C, Dr Rajkumar Road,
Rajajinagar IV Block,
Bengaluru – 560 010
Ph : +91 998 609 2160
www.admnorthfield.com



Date : 17 March 2022

Umesh Teli
S/O Chidanand
Teli Thot, Mole, Belgaum,
Karnataka - 591303

Re : Offer Letter for the role of Associate Consultant – SAP ABAP

Sir,

We at ADM Northfield, Inc. through this offer letter wish to express our interest to receive your services as a Associate Consultant – SAP ABAP of ADM Northfield, Inc. and ADM Northfield Enterprises India (P) Ltd. Be advised, your employment to ADM Northfield, Inc. extends to ADM Northfield Enterprises India (P) Ltd. as the latter is a subsidiary of the former will henceforth collectively be referred to as ADM Northfield.

You are required to report to work on the 15th of June 2022, which would mark the start of a 90-day probation period, in which you are entitled to a quarterly remuneration of Rs. 90,000/- (Ninety Thousand only) to be paid in three equal installments. Upon successful completion of the probation period, which includes your training program and subject to you being part of a delivery project(s) / consulting engagement, your annual Total Remuneration would stand revised to Rs. 4,10,000/- (Rupees Four Lakh Ten Thousand only) and variable pay of up-to Rs. 50,000/- (Fifty Thousand only) to be paid in twelve equal installments post 12 months of successful completion.

This letter is a precursor to a more formal Staff Contract detailing the terms of service, rules of engagement and commercials for the role. Please note that since your involvement in ADM Northfield is full time in nature, and hence such personnel are deemed to be staff as opposed to contractors for ADM Northfield and will thus be governed by the guidelines set by the Staff Contract.

For your consideration, the Staff Contract is enclosed with this Offer Letter and ADM Northfield encourages you to scrutinize the contents of the enclosed Staff Contract and its Annexure(s) and communicate any discrepancy to the Principal i.e., Mr. Shreyas Manjunath of ADM Northfield before undertaking the role.

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Upon acceptance of the forementioned offer herein, this Offer Letter and Staff Contract shall form the employment contract that is valid and binding agreement of employment between ADM Northfield and you, and you shall be bound by the terms and conditions stipulated within them. We hope that your valuable service will propel you and the organization towards growth and excellence.

Regards,

Shreyas Manjunath

General Manager
ADM Northfield Enterprises India (P) Ltd.

M: +91 861 829 5747
E : shreyas@admnorthfield.com

Encl. : Staff Contract

cc : ADM Northfield Legal, Dallas, TX; NovoJuris Legal, Ulsoor, BLR; Naveen K S, Roveen Associates, BLR