



Ram MUTKULE
Sakhar Karkhana Road,
Near Prathmik Shale,
Kadasakhar, Mandva, Beed,
Maharashtra 414208

Date: - 27th January 2020

Subject: Offer Letter

Dear Mr. Mutkule

It gives us great pleasure to make you a formal offer to join Sanofi Team as '**Scientific Sales Executive**' based at **Pune**. The key role, responsibilities of the position and our expectations from you are as discussed during our meeting. A more specific and detailed document will be drawn when you join us. Kindly intimate your date of joining at the earliest.

The key elements of your compensation, benefits and perquisites have been discussed with you. If you do have any specific queries on this subject, we would be most happy to clarify them for you. A detailed letter of appointment outlining all aspects of your employment terms will be provided to you at the time of your joining. Your appointment is subject to medical fitness and successful verification of background information.

We look forward to welcoming you to our team. Please sign and return duplicate copy of this letter as a token of your formal acceptance of this offer.

Yours faithfully,
Sanofi India Limited

A handwritten signature in black ink, appearing to read "Falak Gandhi".

Authorized Signatory
Name – Falak GANDHI
Zonal Manager - HR

COMPENSATION PROPOSAL

Name	RAM MUTKULE	
Designation	Scientific Sales Executive	
Level	L1-1	
Monthly Salary	Monthly	Annual
Basic	15,000	180,000
Provident Fund	1,800	21,600
Gratuity	750	9,000
Bonus*	1,400	16,800
Flexible Compensation Plan (FCP)	18,450	221,400
Annual Fixed Compensation (AFC)	37,400	448,800

* - As applicable

Plus	Annual	
Sundry Allowance	Rs.14400/- per annum	As per Co. Scheme
Computer Maintenance Allowance	Rs.3000/- per annum	As per Co. Scheme
Metro Allowance	Rs.12000/- per annum	As per Co. Scheme

Telecommunication Reimbursement -	Rs.21000/- per annum	On actuals upto maximum limit of 1750 per month on submission of Bills
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Target Incentive	Rs.251000/- per annum	edsx
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Daily Allowances: For meeting field expenses. (Governed by Company policy)		
HQ	330	per day
Ex-HQ	330	per day
Outstation	400	per day

Other benefits:	Annual	Coverage
Group Life Insurance	24 Month's AFC (less retirals) OR Rs.600,000/- whichever is higher	As per Co. Scheme
Accident Insurance	24 times AFC (less retirals)	As per Co. Scheme
Leave	32 PL, SL at Actuals	As per Co. Scheme
Mediclaime Floaters for immediate Family (Hosp) Coverage	Rs.500000/- per annum	As per Co. Scheme
Housing Loan Interest Subsidy	On Completion of 1 yr	As per Co. Scheme

* FCP (Special Allowance, HRA, Transport Allowance, Children Education Allowance, Medical, LTA, Superannuation & New Pension Scheme)

I have understood clearly each and every components of my salary offer, as well as company policies related to above. I hereby agree and accept the above offer.

Name: Ram Mutkule

Date: 27th January 2020

Signature: