

Offer of Employment

Date – November 23rd, 2021

To,

Mr. Shubham Punde

Mobile –9975459054, shubhampunde24@gmail.com

Dear Shubham,

We are pleased to welcome you on board and for you to be a part of accomplishing the vision of Armstrong.

Innovation being the foundation of our existence, our purpose is 'Customer Obsession' that has made Armstrong the 'first name and the last word in the industry'.

We at Armstrong, provide all our teammates with exciting opportunities to excel and reach new heights in their careers.

You being a part of strong talent pool, will be playing a role/position of "**Project Engineer**" reporting to "**Nilesh Ahire**" at our location "**Nashik**" on "**Dec 1st,2021**".

We are sure, you must also be excited to know the related conditions of your offer letter and to begin your journey with Armstrong. Kindly find the same mentioned below-

1. You will be on a probation period of **6 (Six)** months from the date of your joining.
2. Your annual compensation (CTC) is INR **4,80,000/- (Rupees Four Lac Eighty Thousand Only)** which is attached as Annexure 'A'
3. We are excited to welcome you on or before **Dec 1st,2021** on the following address –
Armstrong Machine Builders Pvt. Ltd.

Nashik Office,

102, First Floor, Padmavishva Orchid, Opp. Mahatma Nagar Road,

Opp. Mahatma Nagar Cricket Ground, Mahatma Nagar, Nashik 422 007.

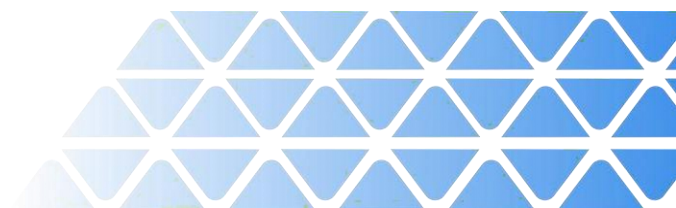
Congratulations to you once again!

We are excited to have you as a part of Armstrong family for making "lives made easy" of our world-wide customers.

For Armstrong Machine Builders Pvt. Ltd.

Mitali Avhad

Assistant manager



Annexure “A”

CTC Structure		
Components of Compensation	Monthly INR	Annual INR
Basic	21010	252120
HRA (House Rent Allowance)	1051	12606
Attire	211	2532
Education	3362	40344
LTA	1751	21012
Vehicle Allowance	0	0
Supplementary Allow.	9071	108852
Subtotal I	36456	437466
Retirals		
PF	1950	23400
Gratuity	1011	12132
Subtotal II	2961	35532
Exgratia	583	6997
Subtotal III	583	6997
Fixed Pay	40000	480000
Variable Pay at Maximum Potential	0	0
Subtotal IV	0	0
Total Pay (I+II+III+IV)	40000	480000

- You will be eligible for the appraisal in July 2023 based on the performance.
- Deduction will be as per statutory norms and company schemes
- Kindly endorse your acceptance to the letter, Scan and revert within 4 days of receipt of the offer proposal.

The above offer is accepted to me.

Signature

Name –

Date –

Place –

