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PRIVATE AND CONFIDENTIAL

29 July 2024

OFFER LETTER

Mr. Harshal Anil Bankar,

Subsequent to your meetings with us at Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1. You shall be appointed to the position of **Consultant - Customer Happiness** and will be located at **Pune**.
2. As an employee of the Organization, your Gross Annual Compensation (Cost to Company) will be **Rs. 3,10,000/-** (Three lakhs Ten Thousand Only). Detailed CTC breakup is enclosed with this letter.
3. Your Gross Annual Compensation will include a performance-linked variable of **15%** subject to achievement of pre-defined targets.
4. You shall be required to work for 6 days a week in shifts and on rotation basis. The shift timing can be as per the roster assigned by the Company between 12:00 am to 11:59pm. The shift will be of 9 hours including a one-hour lunch. You shall be entitled for 1 day rotational weekly off, which may or may not be a Saturday or Sunday and would depend on the work schedule assigned to you by the Company. You may be required to work overtime occasionally (including on weekly off), depending on the work exigency.
5. Your employment shall be governed by the terms and conditions of your Appointment letter and Company's code of Conduct, which shall be considered as final and binding.
6. Your employment with the Company is subject to:
 - (a) The accuracy of the testimonials and information provided by you; and,
 - (b) Your acceptance of this offer with a return receipt within 5 working days
 - (c) Successful verification of all documents submitted by you and your background verification by the Company.
 - (d) You are clearing an exam/certification that the Company arranges.
7. Probation: On acceptance of this offer, your appointment shall be provisional and you shall be on probation. Your services shall be confirmed basis the completion of the following conditions: ;
 - (a) Completion of a special certification training course, post which you are required to attend written and oral exams. Confirmation of your appointment is subject to you attaining a minimum score of 80% or above in the said exams. You will be given three attempts to clear this exam. Failure to clear this exam will lead to you being relieved from the services and ending your Contract of Employment with immediate effect.
 - (b) Completion of six months of service

At the end of probation period you shall be deemed to be confirmed in Company's Service, unless the Company specifically informs you in writing otherwise.

Principal

Anantrao Pawar College of Engineering
& Research, Parvati, Pune - 9