



Satvesh Premanand Gaonkar
H.No-2/B, Kumrashir,
Adnem Balli,
Quepem, South Goa – 403 703

20th April 2023

Subject: Offer Letter

Dear Mr. Gaonkar,

It gives us great pleasure to make you a formal offer to join Sanofi Team as '**Executive- Quality Control**' based at our Goa Site. 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

Rituraj Singh Dhawan
Head – People Services

COMPENSATION PROPOSAL

Name	Satvesh Premanand Gaonkar	
Designation	Executive - Quality Control	
Compensation Grade	L1-1	
Salary Details	Monthly	Annual
Basic	15,007	180,080
Provident Fund	1,801	21,610
Gratuity	722	8,662
Flexible Compensation Plan (FCP)	12,483	149,798
Total Annual Fixed Compensation	30,013	360,150
Target STI%		8.00 %
Short Term Incentive		28,812
Benefits – Strictly as per policy	Annual Limit	
Telecommunication	As per company policy	
Group Life Insurance	Policy cover - 24 months Fixed Salary (Basic + FCP) OR Rs.6,00,000/- whichever is higher	
Group Personal Accident Insurance	Policy cover - 24 months Fixed Salary (Basic + FCP) OR Rs.600000/- whichever is higher.	
Mediclaime Floater for Family (Hospitalization)	Rs. 5,00,000/- cover for Self + Spouse + Dep Children	

Lunch facility is provided to all Plant employees. An amount of Rs.300/- per month will be deducted towards this from your monthly salary

I have clearly understood each and every component of my salary offer, as well as company benefits, as mentioned above.

I hereby agree and accept the above offer.

Date:

Signature:

Name: