



Kartika Saroj

H. No. 179, opp. Pastry palace, Alto-Dabolim
Dabolim Goa, 403801

Dear Kartika,

We are delighted to offer you the position of Jr. R&D Chemist with Behr Indiapart of The BEHR Paint Company family of companies. The BEHR Paint Company offers great brand presence, such as Behr and Kilz, and a reputation for unparalleled quality and innovation, value and performance. We are excited that you will be part of a business and brand that you can be proud of.

Your journey is expected to begin on February 07, 2022 .

Your Supervisor, Hemant Nair will help guide you throughout your employment. You will work alongside friendly team members and highly accessible leadership. Our team comprises of energetic and integrity-focused individuals working together in exciting and challenging ways to create and maintain our award-winning, industry-leading products and services. But first, here are some important details you will need to know as you begin your journey with The BEHR Paint Company .

People Services will provide you with new hire paperwork and what to expect for your first day.

Compensation & Benefits

Your annual salary will be INR ₹525,000.00.

You will also be eligible for the Quarterly Bonus Program, as outlined in the Team Member Handbook.

Additional Company benefits will be described to you at your date of hire.

This offer is subject to your undergoing pre-employment medical examination and be found mentally fit, by a designated medical practitioner.

At the time of joining, please submit the following documents:

1. 3 Passport size photographs
2. Copy of PAN Card
3. Proof of identity, address and birth
4. Copy of educational certificates (From Std. X till graduation/PG/PHD)
5. Relieving certificate from previous employer
6. Form 16 and proof of earnings for the past year (in case of employed personnel)

Previous Employer Confidentiality/Proprietary Information

The BEHR Paint Company respects the use of confidential and proprietary information in the workplace. Confidential or proprietary information generally includes any information or knowledge having independent economic value, which is not generally known or readily available to the public. You must return any such confidential or proprietary information or property belonging to any of your prior employers. You may have acquired this information in your prior work and will surely acquire similar information or knowledge during your employment at The BEHR Paint Company. Should you leave, we would expect that you take appropriate steps to protect our confidential information. Finally, please immediately notify us of any non-compete, non-disclosure or non-solicitation obligations that you owe a prior employer as we expect you to honor those obligations.

Your acceptance of this letter represents confirmation that you are not party to any agreement that would prevent you from accepting employment with The BEHR Paint Company or any other Masco business unit.

20-Jan-2022 9:08 PM



Confirming & Accepting Your Offer

To confirm your acceptance of our offer, please select "I Agree" and the "OK" button on your Candidate Homepage. Next complete the additional tasks linked in your email. Please make sure to complete all the tasks presented to you. Our offer is not considered final until you have completed all of the requested forms in this email. Please note: This letter represents an offer, not a contract of employment, and will expire three business days from the date of receipt shown above.

Kartika, on behalf of The BEHR Paint Company family of companies (which includes BEHR Process Corporation; BEHR Paint Corporation; Masterchem Brands; BEHR Process Canada, Ltd.; BEHR (Beijing) Paint Company Ltd.; BEHR Process Paints (India) Private Ltd.; Masco Home Products India; Masco Chili Limitada; and MascoMex, we welcome you to the team! For over 60 years, we have been producing what we consider to be the world's finest premium paints, primers, stains, specialty and waterproofing products and professional services. The success and recognition that we enjoy can be directly attributed to the caliber and contributions of our team. It is our team members unwavering commitment to quality, innovation, value and performance that has been the backbone of the company's success.

We look forward to all that you will bring to your position and our organization.

Sincerely,

Asmita Mohekar

Mgr, Human Resources Business

Behr Process Paints (India) Private Ltd.