

APPOINTMENT LETTER

To

Ayush Meshram

Dear, Ayush Meshram,

With reference to your application dated **19.07.2025** and the subsequent interview / test which you had with us, we are pleased to appoint you as **DEO** in **Operations** category, in our company White Knights

1 You will be deputed at our client's premise. **Kuehne + Nagel, Nagpur**

W.e.f. **20-07-2025**

2 As an employee of White Knights, you will be entitled to the following:
Annual Cost to company will be as per Annexure.

3 It is made clear that your employment will be in force only up to the duration of the contract with our client. In the event of the management deciding in its business interest to discontinue the contract or the contract being brought to an end by the client for any reason whatsoever then your employment shall be shortened to that extent by giving you one month's notice or a month's remuneration in lieu of notice.

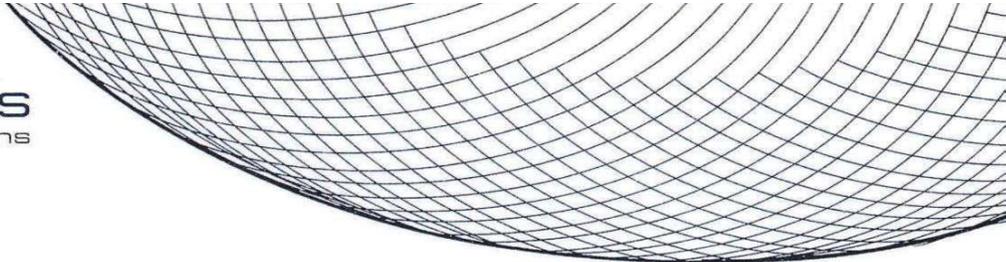
4 Additionally, you are required to produce the following documents/info immediately upon joining:

- Educational certificates [SSC, High School, Graduation, & PG (as applicable)].
- Address & Identification proofs.
- Relieving letter from last Company/ Proof of salary last drawn/salary break-up.
- Copy of appointment letter of current/last employer (if applicable).
- Testimonials – Character and Experience certificate if any.
- Your appointment is further subject to your fitness in health.
- Police Verification Certificate (Within 15 Days from the offer letter.)

5 Should this offer be acceptable, you would be an at-will employee of the company under the following terms and conditions of regular employment with White Knights.

a) "At Will" denotes that the employment relationship is not a term contract but any of the parties, employee or employer can quit or be asked to quit with the minimum stated notice period. At White Knights, the notice period is **30** days during probation as well as after confirmation. In the absence of notice period, you will be liable to pay total remuneration, in lieu of notice period, to White Knights.

b) This offer of employment is subject to the satisfactory reference checks. During the reference check, if any information provided by you in White Knights Employment Application Form/Interview is found to be incorrect/false then White Knights reserves the right to withdraw this offer.



c) However, depending upon your performance, discipline and behaviour, White Knights may transfer you to any other location/city.

d) You will not commit any misconduct nor commit any act which will affect the discipline of work of the company in what so ever manner. You will be liable for punishment for such misconduct as per the norms of the company.

e) It may be noted that White Knights is not involved in any monetary or financial transaction with you at the time or during the process of recruitment and appointment.

6 Code of Conduct.

You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all company policies and procedures.

You may be called upon to work in shifts as and when required. Except the proper course of agreement or thereafter, you shall not divulge to any thirty party, any information regarding the affairs or business matter of the company and its location/clients.

7 All information that comes to your knowledge by reasons of the agreement with the company is deemed to be confidential and shall not be utilized for your personal gains after your leave this company.

8 That your appointment as per designation given will be subject to the verification of your credentials, testimonials and other particulars mentioned by your application at the time of your appointment.

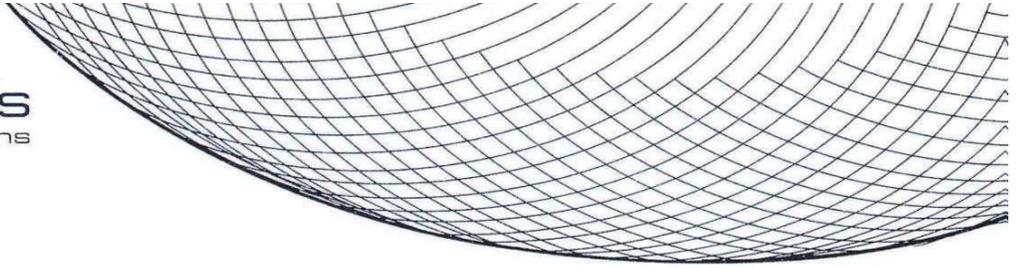
9 At the time of resignation or on termination of employment with the Company for any reason, you must return all items and documents of the Company, if any, failing which you will be held guilty and suitable legal action can be taken against you.

10 You will observe all laws, rules and regulations etc. while performing your duties. You shall be responsible for proper maintenance and upkeep of your vehicle. You shall be responsible for the safe custody of the vehicle and liable for any loss or damage caused due to negligence and non adherence of any traffic rules and regulations by you on duty. You shall not report to duty or drive the vehicle in a drunken state or under intoxication of any kind.

11 With respect to the vehicle under your control, you shall be responsible for all acts, omission, non compliance of rules and regulations for vehicle driven by you for the company. In case of any loss or damage, due to your negligence will be debited to you and the same will be your sole responsibility.

12 You shall be deemed to have voluntarily resigned from the service of the company, on your own accord, if you remain absent without prior written permission of the management for 10 consecutive days or more. Such condition shall be considered as non-serving of the notice period and shall thereby attract non-payment or recovery of salary for the applicable period.

13 In case the above terms and conditions are acceptable to you, you are requested to sign the duplicate of this



letter for having understood and having accepted the same and return the same.

14 Candidates will leave the organization within 03 months from the date of joining or are denied the opportunity to go for the training after confirmation (signed appointment letter). In that case, cost recovery will be initiated from the respective employee.

For White Knights

Authorized Signatory

I, undersigned, do hereby declare that I have read and understood the terms and conditions of the Appointment Letter dated **08/06/2025** and accept the same as it is and abide by the same

Name : Ayush Meshram

Signature: _____

Name of Employee: Ayush Meshram

Designation: DEO

Particulars	Monthly CTC
Basic	10856
DA	3614
HRA	1529
Bonus @ 8.33%	1205
LWW@1.5 Leave/Month	868
Total Gross	18072
Gross For PF	14470
PF Contribution - 12%	1736
ESIC Contribution - 0.75%	136
Professional Tax	200
Total Deduction	2072
Net Take Home	16000
PF Contribution - 13%	1881
ESIC Contribution - 3.25%	588
MLWF	13
Safety Gears (Safety Shoes & Safety Belt)@Prorata	120
Total Deduction	2602
CTC	20674
Attendance Bonus	750
Net Take Home Varilble	16750
Total	21424

Note:

*All taxes will be deducted as applicable by law.

*Your salary is strictly confidential.

White Knights

Authorised Signatory

Accepted By
Signature and Name of employee