

Date:- 22nd March 2025

Dear Rachana maurya,

With reference to the interview, you had with us, we have pleasure in offering you the position of Associates (NATS) - Production, in Grade DAT/GAT in our organization on the terms and conditions discussed with you at the time of the interview. This offer is subject to your submission of relevant personal documents and details & including previous employment, verification of your credentials (if any).

You will join us on or before 31st July 2025.

The annexure to this document includes:

1. Detailed Offer Structure & Other Benefits

Over and above the normal guidelines, terms & conditions related to separation, in the event that an employee decides to separate from the services of the Company before the completion of one year from Date of Joining, then any amounts paid by the Company for the following benefits/ facilities related to joining, as applicable, would be recovered in full, in the Full & Final Settlement of the employee:

Notice Period, any other incidental charges / assistance as applicable.

Please also note that all the contents of this offer are strictly confidential between you and CEAT Limited. If it is determined that this trust & confidentiality has been breached, CEAT Limited reserves the right to take action as deemed appropriate.

Thank you,  
On behalf of CEAT Limited,



Harin Bhatt  
GM HR – Plant, R&D & Technology

{{CANDIDATE\_SIGNATURE}}

**Annexure 1: Offer Structure**

Component	Rs. p.m.	Rs. p.a.
NATS Stipend	15000	180000
DBT from government* (Direct Benefit Transfer)	4000	48000
Retention Bonus (NATS)*	2000	24000
<b>Total CTC</b>	<b>21000</b>	<b>252000</b>

**The following Benefits are additional:**

1. Medical insurance family floater coverage – 2 lacs p.a.
2. Other benefits for Insurance coverage for employee as per company policy.
3. Benefits of Subsidize canteen & Transportation.
4. Uniform & Safet Shoes.
5. Initial 15 days accommodation in hotel.
6. Your joining will be based on a medical report. (Medical will be done at Vadodara by company)
7. Retention Bonus\*

Eligibility of RB Scheme *	Retention Bonus amount	Payout **
Post 75 <sup>th</sup> Physical working days	5000 INR	Payout shall be in immediate next month when person becomes eligible for Retention Bonus
Post 150 <sup>th</sup> Physical working days	7000 INR	
Post 225 <sup>th</sup> Physical working days	12000 INR ***	

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{{CANDIDATE\_SIGNATURE}}