



**DANONE**  
ONE PLANET. ONE HEALTH

ISIN FR0000120644

Multinational Food-Products Corporation  
1-Maple Ave White Plains, NY, 10605-1476, United States.

OFFER LETTER

+1 760 307 8259

no-reply@danone.com

Country of Current Residence: IND  
Passport Number : W8298439  
Email Address : \_\_\_\_\_  
Contact Number : \_\_\_\_\_

PASTE  
YOUR  
PHOTO  
HERE

PRADYUMN  
TIWARI

Employee Registration Number:  
FN-10521-USA-78856

### I. Position

Approval Date : 16-05-2024  
Starting Date : 28-07-2024

- **Job title**  
Your title will be **Packaging Worker** and you will report to the Company's Service Management Officer.
- **Working schedule**  
This is a full-time position requiring approximately 40 hours per week. Your regular weekly schedule will be **Monday to Friday 09:00-17:00**. Overtime is also available; you can work for any hour on any working days between 17:00 – 21:00.

### II. Employment Relationship

- Employment with the Company is for 3-5 years period of time. Your employment with the Company will be "at will of you," meaning that you may terminate your employment at any time and for a valid reason, with cause. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you).

### III. Cash Compensation

- **Salary**

The Company will pay you a starting salary at the rate of **\$ 37,440 per year (\$15 per hour)**, payable in accordance with the Company's standard payroll schedule, beginning of your job and you will receive your first paycheck on 7<sup>th</sup> of each month. This salary will be subject to adjustment pursuant to the Company's employee compensation policies.

#### **IV. Bonus (or commission) potential**

In addition, you will be eligible to be considered for an incentive bonus for each fiscal year of the Company. The bonus (if any) will be awarded based on objective or subjective criteria established by the Company's Chief Executive Officer and approved by the Company's Board of Directors. Your target bonus will be equal to 50% of your annual base salary. Any bonus for the fiscal year in which your employment begins will be prorated, based on the number of days you are employed by the Company during that fiscal year. Any bonus for a fiscal year will be paid within 1 month after the close of that fiscal year, but only if you are still employed by the Company at the time of payment. The determinations of the Company's Board of Directors with respect to your bonus will be final and binding.

#### **V. Employee benefits**

As a regular employee of the Company, you will be eligible to participate in a number of Company-sponsored benefits.

The Company offers a comprehensive employee benefits program, including:

- **Vacation policy**  
You will be eligible for 60 days of paid vacation leave per year. Paid time off is additional to sick days, bank holidays and days that the company does not operate.
- **Private health and dental insurance plan**  
As all Company employees, you will be eligible for the private health and dental insurance plan we provide. Specific terms and conditions may change upon vendor's decision.
- **Stock Options**  
Subject to the approval of the Company's Board of Directors or its Compensation Committee, and following the adoption by the Company of an equity incentive plan, you will be granted an option to purchase 0.2% shares of the Common Stock of the Company or of its parent (the "Option.") The exercise price per share of the Option will be determined by the Board of Directors or the Compensation Committee when the Option is granted. The Option will be subject to the terms and conditions applicable to options granted under the Company's Stock Plan (as adopted, the "Plan"), as described in the Plan and the applicable Stock Option Agreement.
- **Accommodation**  
You will be eligible to live in the company provided quarters. Married Employees will be given a 3-bed room apartment and un-married employees will be provided with a 2-bedroom apartment. This includes separate kitchen, separate bath and any damage to property by the employees will be compensated by the employees themselves.
- **Transportation**  
You will be provided to and from transportation from home to work and work to home at the company working time on working days.

You will also be eligible to:

- **Childcare Assistance**
- **Health, life and disability Insurance**
- **Education Assistance**
- **Free meals at Work**

## **VI. Privacy and Confidentiality Agreements**

- **Privacy Agreement**

You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

- **Conflict of Interest policy**

While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

- **Proprietary Information and Inventions Agreement**

Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's standard Proprietary Information and Inventions Agreement.

## **VII. JOINING US:**

- **VISA-** All International Applicant should note that company will pay for visa of every applicant coming from outside the US. Visa processing fee is to be paid by the applicant
- **Residence/Work Permit:** On your conformation of affidavit of guarantee and letter of attestation from the DANONE shall secure your residence and work permit papers from the home office in US and send it down to your country of residence for the inducement of your international passport with your year-to- year visa permit to enable you to make interact down to US.
- **Flight Ticket:** Company will provide ticket except the first-time candidate will buy they own ticket because company takes it as assurity and these charges are refundable to the applicant on starting the job in company.

## **VIII. Termination Conditions**

- The Company reserves the right to terminate employment of any employee for just cause at any time with notice and with payment in lieu of notice. The Company will not be entitled to terminate your employment for any reason other than for just cause, upon providing to you such minimum notice as required by law.

## **IX. Interpretation, Amendment and Enforcement**

- This letter agreement supersedes and replaces any prior agreements, representations or understandings (whether written, oral, implied or otherwise) between you and the Company and constitute the complete agreement between you and the Company regarding the subject matter set forth herein. This letter agreement may not be amended or modified, except by an express written agreement signed by both you and a duly authorized officer of the Company.

You may indicate your agreement with these terms and accept this offer by signing and dating this agreement within 6 days. upon your acceptance of this employment offer, DANONE will provide you with the necessary and instructions.

DANONE hope that you will accept this offer letter and look forward to welcoming you aboard, your immediate supervisor is Mr. Willard S. Courtney (SSN: 021-24-XXXX)/(CN: 413-752-XXXX), human resource department manager feels free to content him if you have any questions or concern this job offer letter.

Franck Riboud (Honorary Chairman) welcomes you on-board.

Sincerely,

HR Manager, DANONE

### **Signatures:**

Stephanie E. Gerling

Sign

Stephanie E. Gerling (SSN: 350-09-XXXX)

(CN: 847-862-XXXX)

Alan J. Doyon

Sign

Alan J. Doyon (SSN: 030-03-XXXX)

(CN: 978-422-XXXX)



**DANONE INC.**  
**APPROVED**  
DATE: 16-05-2024  
1-Maple Ave White Plains, NY,  
10605-1476, United States

APPROVAL AUTHORITY NAME:  
ALAN J. DOYON: Alan J

### **To Accept this Offer Letter:**

Kindly sign and date where indicated below:

Name of Employee : \_\_\_\_\_

Approved By : \_\_\_\_\_

\*To be signed by HR Manager of Company

Date : \_\_\_\_\_

Signature : \_\_\_\_\_

**YOUR ADDRESS (FROM):**

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**COMPANY ADDRESS (TO):**

*DANONE: Multinational Food -  
Products Corporation: 1-Maple Ave  
White Plains, NY 10605-1476,  
United States of America.  
Zip Code: 10605-1476  
Contact: +1 914 206 7586*

**EMBASSY ADDRESS (RETURN):**

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