

एम.पी. स्टेट को-ऑपरेटिव डेयरी फेडरेशन लिमिटेड
M.P. STATE CO-OPERATIVE DAIRY FEDERATION LTD.

("मध्य प्रदेश सहकारी सोसायटी अधिनियम 1960 के अधीन रजिस्ट्रीकृत")
दुग्ध भवन, दुग्ध मार्ग, हबीबगंज, भोपाल- 462024

Dugdha Bhawan, Dugdha Marg, Habibganj, BHOPAL- 24
दूरभाष / Phone : 4253972, 4253973, 4253974, 4253975

तार : एम.पी.सी.डी.एफ.

Gram : M. P. C. D. F.

फेक्स / Fax : 0755-2583149

E-mail: mpcdf@sanchamet.in

Web: www.mpcdf.nic.in

संदर्भ / Reference :

/Admn./R-105 /07

दिनांक / Date

ORDER

Shri Kapil Rokade S/o Shri Bhawani Ram Rokade is hereby appointed temporarily until further orders on the post of Assistant General Manager (Marketing) in the pay scale of Rs.10000-325-15200 with effect from the date of his joining of the post of Indore Sahakari Dugdha Sangh Maryadi, Chanda Talawali, Manglia, Indore broadly on the following terms & conditions:

- (i) The acceptance of the offer may please be communicated to this office by 31st August, 2007 by post / Fax / E mail.
- (ii) His services will be governed under the rules and regulation of the M.P. State Co-operative Dairy Federation Ltd., Bhopal as ammended from time to time.
- (iii) He is directed to report at this Office for training and orientation on 10th September, 2007 at 10.30 A.M. for a period of three days.
- (iv) Immediately after completion of this training, he is required to report on duty. Hence he shall be in readiness to proceed to the place of posting and join the duties at the destination. He shall also bring relieving letter from his present employer and original certificates relating to Educational Qualification, Experience certificates or any other relevant certificates.
- (v) His appointment is on probation for a period of two years, if the work is not found satisfactory in this period, services will be terminated without giving notice.
- (vi) He will produce a Medical Fitness Certificate issued by a Medical Officer not below the rank of Chief Medical Officer at the time of joining.
- (vii) He is advised to return the enclosed form of verification of antecedents duly filled in at the time of joining. in case any adverse remarks found in the form of verification of your character / antecedents, your services will be terminated.
- (viii) He is liable to be posted anywhere within the jurisdiction of M.P. State Co-operative Dairy Federation Ltd. and the affiliated Milk Unions. Any request for change of place of posting shall not be entertained during first one year period.

S/-
(K.C.GUPTA)
MANAGING DIRECTOR

Experience from 10-09-2007 to 09-10-2015 (8 years 1 month)

Basic Pay 25, 370 Grade Pay: 6600



एम.पी. स्टेट को-ऑपरेटिव डेयरी फेडरेशन लिमिटेड
दुग्ध भवन, दुग्ध मार्ग, हबीबगंज, भोपाल - 462024
(पञ्चप्रदेश सहकारी संघावली अधिनियम 1960 के अधीन पंजीकृत)

सन्दर्भ/Ref. 1703

/प्रशासन/4-92(2)/2023

Date 1 MAY 2023

अनुभव प्रमाण-पत्र

प्रमाणित किया जाता है कि श्री कपिल रोकडे, तत्कालीन सहायक महाप्रबंधक (विपणन) दिनांक 10.09.2007 से दिनांक 09.10.2015 तक (त्याग पत्र स्वीकृति दिनांक) मध्यप्रदेश को-आपरेटिव डेयरी फेडरेशन लि. भोपाल/दुग्ध सचों में द्वितीय श्रेणी के पद पर सहायक महाप्रबंधक (विपणन) के रूप में कार्यरत रहे हैं।

2/ यह प्रमाण पत्र शासकीय विश्वविद्यालय में प्राध्यापक के पद हेतु प्रस्तुत आवेदन दिनांक 27.04.2023 के परिप्रेक्ष्य में कार्यालय द्वारा जारी किया गया है, जिसका उपयोग अन्यत्र नहीं होगा।

प्रबंध संचालक

एम.पी. स्टेट को-ऑपरेटिव डेयरी फेडरेशन लि.

Experience from 19-10-2015 to 31-07-2021 (5 years, 9 months, 12 days)



Mahindra Agri Solutions Ltd.
5th Floor, EPU Building, Gate No. 4,
Akurli Road, Kandivli (East), Mumbai 400101 Maharashtra,
India
Tel: +91 22 66483051
mahindraagri.com

Date: 31.07.2021

SERVICE CERTIFICATE

Name : Mr. Kapil Rokade
Token No. : 23159967
Period of employment : **From:** 19.10.2015 **To:** 31.07.2021
Designation at the time of leaving : Sales Head - Dairy
Business Unit : Mahindra Agri Solutions

Emoluments at the time of leaving (per annum)

	Remuneration Details	
A1	Basic (PF Base)	800324.04
	Contribution to PF	96038.88
	Gratuity	44498.04
A2	PF+ Gratuity	140536.92
A	Fixed Pay (A1+A2)	940860.96
B	Flexi Pay	984839.16
C	Performance Pay	339800.04
	Total CTC (A+B+C)	2265500.16

Yours Faithfully,
For Mahindra Agri Solutions Limited

V.J Nanda Kishore
Head HR – Agriculture Sector



Experience from 01-08-2021 to 30-06-2022 (11 months)



WHITE SPREAD FOODS (P) LIMITED

Corporate Identification No.: U15202DL2021PTC377159

Regd. Office: Avanta Business Centre (NP) P Ltd, Block-E, Floor 11,
Intern. Trade Tower, Nehru Place, Delhi South, Delhi- 110019.

Branch: North Side, 5th Floor, Metro Tower, B-2, PU-4, Scheme No. 54,
Vijay Nagar square, Indore- 452010

Phone: 0731-4099302 / 4980222

Dated: 30th June 2022

To,
Mr. Kapil Rokade
Indore, MP

EXPERIENCE CUM RELIEVING LETTER

This is to certify that Mr. Kapil Rokade has worked with White Spread Foods Private Ltd till 30th June 2022 as a Sales Head (Designation)

He joined Mahindra Agri Solutions limited on 19th October 2015 and later, on 1st August 2021 he transferred to White spread foods private ltd and relieved on 30th June 2022 from the designation of Sales Head, Indore Location.

He is sincere, hardworking, and dedicated employee with a professional attitude and good job knowledge.

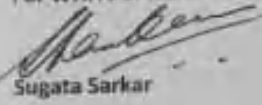
Emoluments at the time of leaving (per annum)

S.No	Heads of Compensation	Annual
1	AGC	2,079,720
2	Variable Performance Pay	367,009
3	ETC	2,446,729

We wish you all the success in your future endeavors.

Thanking You,

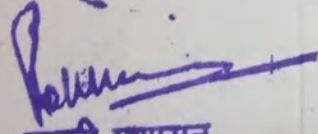
For WHITE SPREAD FOODS PRIVATE LIMITED


Sugata Sarkar
CEO
White spread foods private ltd.



Bhopal Sahakari Dugdha Sangh Maryadit, Bhopal
 ! Code : 3725 Name : SHRI KAPIL ROKDEY Section: MKT
 ! Bank : 0/ Dsg: AGM(MKTG) Epf No: MP/3305/1349
 ! Month : September Year: 2015 Full Pay Days: 30.0 NPD: .0
 ! LIC 1 : LIC 2 : LIC 3 :
 ! UAN: PAN No:

Earnings	Amount	Deductions	Amount	Balances
Basic	25370.00	E.P.F.	8172.00	
D.A.	36126.00	Income Tax	3500.00	
Grade pay	6600.00	Co. Soc. Loan Outside	13308.00	
Orderly All	145.00	Professional Tax	250.00	1418.00


 प्रमारी प्रशासन
 भोपाल सहकारी दुग्ध संघ मर्या. भोपाल

Total:- 68241.00 Total:- 25230.00 Net: 43011.00

08.10.2015

Ref: AFS/HR/10377

Mr. Kapil Rokade
F - 4, Professor Colony, Opposite SBI ATM,
DAVV Gate, Bhanwar Kua, Khandwa Road,
Indore, Madhya Pradesh - 452017

Dear Kapil,

We have pleasure of offering you appointment in our Company, in Dairy Business Department, Agri Businesses, at Indore, as Senior Manager Sales, in grade L5-Managerial.

This offer of appointment is subject to your satisfying the following:

- Your written undertaking to join, not later than **19.10.2015**
- Certification of your medical fitness by the Company authorised doctor, and
- Submission of all your necessary certificates and documents in respect of educational and professional qualifications, proof of age and previous employment, as per the requirements of the Company.

This appointment will commence from the date on which you join the Company. A joining note to that effect will be issued to you.

The terms and conditions of employment shall be as under:

- You will receive emoluments / allowances as per the attached Annexure.
- Gratuity, Provident Fund, Superannuation and Medical Benefits, for self and family, as per the rules of the Company -- Medical Benefit applicable from the date of joining.
- The age of Superannuation will be sixty years. (On the strength of the bio-data submitted by you, we have recorded your date of birth as **16.12.1977.**)
- With effect from the date of your employment, you are required to become a member of the Mahindra & Mahindra Limited Staff Provident Fund.

	NAME	Kapil Rokade	
	CTC	1550000	
	CE	Agri Businesses	
	LOCATION	Indore	
	BAND	M	
	GRADE	L5	
		ANNUAL	MONTHLY
Basic			
Ad-hoc Pay		467,712	38,976
PF Base	(A)	-	-
		467,712	38,976
PF			
Gratuity*		56,125	
Superannuation**		26,005	
Retirals	(B)	70,156	5,846
TOTAL FIXED	(A+B)	152,287	
		619,999	
Flexi Pay #	(C)		
		697,501	58,125
TOTAL GUARANTEED	(A+B+C)	1,317,500	
PERFORMANCE PAY***	(D)		
		232,500	
CTC	(A+B+C+D)	1,550,000	
GROSS PAY P.M.			102,947

Note: The above amount (CTC) does not include reimbursements towards lunch subsidy, medical-domiciliary/hospitalisation and telephone(if any). These reimbursements will be as per Company's policy.

You need to allocate Flexi Pay at the time of joining as per options available. These components are not in nature of wages and hence are not reckoned for PF, Gratuity etc.

* Gratuity is considered @ 5.56% of PF base. However, actual amount payable will be as per Company's policy/Payment of Gratuity Act.

** Superannuation - Option available to take in monthly salary

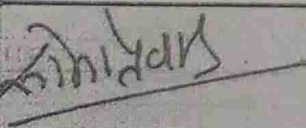
*** Performance pay at your level is divided into AFS, X Matrix, & Individual Share as per the ratio given below. The actual payout will depend on the performance of the Business and your Individual performance against set targets.

<u>AFS Performance</u>	<u>Business X Matrix</u>	<u>Individual Score</u>
0%	20%	80%

***For the purpose of CTC calculation the AFS, X Matrix, & Individual performance is taken at Level 3. However you have an opportunity to earn a maximum performance pay indicated at Level 5 below.

<u>Level 5</u>	<u>Level 3</u>
395,300	232,500

ANY COMMITMENT MADE OTHER THAN THE ABOVE WILL BE VALID ONLY IF GIVEN IN WRITING BY THE UNDERSIGNED.



Somesh Dravid
Head HR Agri & Africa & South Asia Operation

Kapil Rokade
I Accept

Flexi Pay Components & Limits L5-Managerial

Compensation Element	ML5 Max Limit p.a.	Remarks
Leave Travel Assistance	Rs. 50,000	Evidence of travel to be submitted for availing tax benefits
Child Education	Rs. 2,400	To be supported by bills/vouchers for availing tax benefits
HRA	60% of PF base salary	To be supported by Rent receipts & necessary documents for availing tax benefits
Conveyance	Rs. 19,200	Only till a Company Car is not opted / allotted
Company Vehicle:		
Car Lease Amount	Car of Rs.10,00,000 (ex-showroom) and lease will be calculated @ Rs.1811 for 5 yrs. per Lac per month. (rates subject to change as per company policy)	Based on the lease value of the car
Car Maintenance allowance	Rs. 1,05,000 for Petrol vehicle or Rs.81,000 for diesel vehicle	Executives to maintain the vehicle themselves, insurance will be paid and borne by Company.
Driver Reimbursement	Rs. 2,40,000	To be supported by vouchers / declaration
National Pension System - Employer Contribution	10% of PF Base Salary	Can be blocked only post updation of PRAN Id
National Pension System - Employee Contribution	No upper limit. Has to be blocked within Flexi Pay	Can be blocked only post updation of PRAN Id
Balance Flexi-pay	Balancing figure (if the sum of amounts chosen under above flexi elements is lower than total eligible flexi-pay)	The amount will be paid monthly based on flexi-plan communicated by executive. During last month of the financial year, amount unclaimed under the above heads will be paid subject to tax

Benefits (Over & above CTC): *

Medical Reimbursement:	Domiciliary Treatment	Rs.12000/- p.a. *
	Spectacles	Rs. 5000/- p.a. *
	Dental	As per Annexure declared on MConnect with an overall CAP of Rs. 30000/- p.a. per family*
Maternity	(Reimbursement restricted to first 2 deliveries. Insurance company considers twins as single event.) upto 50000/- for a normal or a cesarian delivery	
Hospitalisation Mediclaim cover for employee and spouse (includes Maternity expenses)	Rs. 4 lacs floater for self and spouse*	
Hospitalisation - Class of rooms	Median A (On Twin Sharing basis): Metro Cities Rs. 2500/- Other Cities Rs. 1700/- *	
Accident Group Insurance cover	Rs.15 lacs*	
Home Loan Interest Subsidy	Interest subsidy of 5% on housing loan would be applicable upto an outstanding loan amount of Rs. 8 Lakhs for a period of 10 years from the date of sanction.	
Parents Medical Scheme	Employee can avail mediclaim cover for parents and dependent children having age above 25 years at a subsidised / negotiated (lower) rates as per Company Policy	
Loans	Existing Employees	*
	New Joinees	*

* Please refer Mconnect / MPeople to know more / exact details of these benefits and note that all the details mentioned above are subject to change.

Note: Please visit Eportal for updating Flexi plan of your choice

July 29, 2021

Name: Rokade Kapil
Token no: 23159967

Dear Kapil,

Sub: Letter for transfer of your employment to White Spread Foods Private Limited.

We wish to inform you that we, Mahindra Agri Solutions Limited (the "**Company**") have entered into a Business Transfer Agreement dated 15th June, 2021 (the "**Business Transfer Agreement**") pursuant to which the Dairy Business of the Company (as defined in the Business Transfer Agreement) has been transferred to White Spread Foods Private Limited ("**Transferee**") as a going concern. This transfer of the Dairy Business includes the transfer to the Transferee of the employees employed by the Company in the Dairy Business.

Under the terms of the Business Transfer Agreement, your employment is proposed to be transferred from the Company to the Transferee with effect from 1st August 2021, unless otherwise communicated to you by the Transferee (the "**Transfer Date**") provided for under such Business Transfer Agreement, and from such Transfer Date the Company shall cease to be your employer and your new employer will be the Transferee.

Accordingly, with effect from the Transfer Date, you would be transferred to Transferee and you would be governed by the terms and conditions of service of the Transferee. A welcome letter will be issued to you by the Transferee on your joining duties. On your transfer to the Transferee, your service will be deemed to be continuous and without any interruption.

Your past services will be reckoned for the purpose of calculating your Gratuity and Superannuation and leave to your credit with us will be carried forward subject to Transferee's policies. Your Provident Fund will also be transferred and managed by the Transferee. Your current compensation/CTC shall remain unchanged.

Please provide your consent to and acceptance of the terms of this letter and your confirmation that you are consenting to transfer of your employment to the Transferee by signing in the space provided below and returning a copy of this letter to us.

We thank you for your services and take this opportunity to wish you greater success. If you have any questions, or require any clarifications, please do not hesitate to contact any of the undersigned.

Yours sincerely,
For **Mahindra Agri Solutions Ltd**



Prince Anuraag Mishra
HR Head – MASL

Accepted by:

Name & Signature of Employee:





WHITE SPREAD FOODS (P) LIMITED

Corporate Identification No.: U15202DL2021PTC377159

Regd. Office: Avanta Business Centre (NP) P Ltd, Block-E, Floor 11, Intern. Trade Tower, Nehru Place, Delhi South, Delhi- 110019.

Branch: North Side, 5th Floor, Metro Tower, B-2, PU-4, Scheme No.54, Vijay Nagar square, Indore- 452010

July 31, 2021

Mr. Kapil Rokade
Indore

Dear Kapil,

It gives me immense pleasure to welcome you to White Spread Foods Pvt. Ltd. (WSFPL)

The start of a new journey with new challenges and new aspirations!

Subsequent to your transfer from Mahindra Agri Solutions Ltd, effective **01.08.2021**, you are now a valued employee of White Spread Foods Pvt. Ltd and rules, regulations, policies and ambitions of this company will apply to you.

We are happy to accept your move from Mahindra Agri Services Ltd (MASL) to us with continuity of service and without any interruption. We are delighted that you will bring to us the knowledge and skills acquired by you at MASL to help take this business to new heights.

On behalf of the White Spread Foods family, I extend to you a very a warm welcome, and wish you a glittering and successful career ahead.

For White Spread Foods Pvt. Ltd.

Akshay Kumar
Chief Executive Officer

PS: Details of your CTC structure is provided in the Annexure.
Written guidelines of the company's HR policies will also be made available to you shortly



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Kapil Rokade

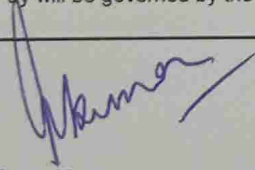
	CTC Structure	Amount Per Annum (Rs.)
	Remuneration w.e.f.	1st August 2021
	Basic	800,324
	Adhoc Pay	0
A	Basic (PF Base)	800,324
	PF	96,039
	Gratuity	44,498
	Superannuation	0
B	PF + Gratuity + Superannuation	140,537
	Fixed Pay (A + B)	940,861
C	Flexi Pay#	984,839
D	Bonus/Ex gratia	0
	Total Guaranteed (A + B + C + D)	1,925,700
E	Performance Pay * @ 15% of CTC	339,800
	Total CTC (A) + (B) + (C) + (D) + (E)	2,265,500

The above amount does not include other benefits which will be as per Company Policy.

The above remuneration change has been distributed among PF Base, Retirals, Allowances and Performance Pay.

#Flexi Pay components are not in nature of wages and hence are not reckoned for PF, Gratuity etc.

*Performance Pay will be governed by the Performance Management Policy of the Company at the time of release.


Akshay Kumar
Chief Executive Officer



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110019.

Branch: North Side, 5th Floor, Metro Tower, B-2, PU-4,
Scheme No.54, Vijay Nagar square, Indore- 452010

CONFIDENTIAL

Dated: 10th May 2022

To,
Mr. Kapil Rokade
Head - Sales

Subject: **LETTER OF SALARY INCREMENT**

Dear **Mr. Rokade**,

You remain a core person of team WSFPL & we need your renewed zeal on developing the sales further for the upcoming years especially in Indore.

Based on your last performance review, we have decided to award you a salary increment of **Rs. 1, 81, 239/-** per annum effective from **1st April 2022**. Your revised CTC will be **Rs. 24, 46, 729/-** per annum including variable (Annexure - A enclosed).

Due to challenging circumstances, poor sales & losses incurred by the company we have decided to release immediately a variable pay of 2,70,000/-. Considering your long-term association with the business we want to provide you an opportunity to earn the balance of variable pay of Rs70,000/- within 31st of July'22 on achieving the following KPIs

- Addition of Indore distributors for VAP – 4 nos.
- Increase VAP sales by 30% till 15th July from current average
- Achieving average (last cycle of July'21) LPD of 10,000 from Indore

We are always keen to keep committed employees happy and satisfied. We also believe that this will provide you much needed motivation to achieve higher goals.

Counting on your dedication & contribution to making WSFPL a 100 Cr. Company within next 24 months.

Congratulations and thank you.

Yours faithfully,

For **WHITE SPREAD FOODS PRIVATE LIMITED**

Sugata Sarkar
CEO

Encl: Annexure - A (CTC breakup)





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Annexure – A

S.No	Heads of Compensation	Till 31st March 2022		Revised wef 1st April 2022	
		Annual	Monthly	Annual	Monthly
1	AGC	19,25,690	1,60,474	20,79,720	1,73,310
2	Performance pay	3,39,800		3,67,009	
3	CTC	22,65,490	1,60,474	24,46,729	1,73,310
4	Basic	8,00,328	66,694	8,64,354	72,030
6	Flexible Allowance	9,84,825	82,069	10,70,069	89,172
7	Gross Total (A)	17,85,153	1,48,763	19,34,423	1,61,202
8	PF	96,039	8,003	1,03,722	8,644
9	Gratuity*	44,498	3,708	41,575	3,465
10	Gross Total (B)	1,40,537	11,711	1,45,297	12,108
11	Total AGC (A+B)	19,25,690	1,60,474	20,79,720	1,73,310
12	Variable Performance Pay	3,39,800		3,67,009	
13	CTC (AGC+PP)	22,65,490	1,60,474	24,46,729	1,73,310

For WHITE SPREAD FOODS PRIVATE LIMITED

Sugata Sarkar
CEO

