Date: June 29th, 2026

Name : **Mallarappa H Nimbannavar**

Institution : **RV Institute of Management, Banaglore**

Sub: Offer Letter for the Post of Sales Trainee

Dear *Mallarappa,*

CONGRATULATIONS!!

This is with reference to your application and subsequent interviews and discussions with us, regarding a career opportunity at Coffee Day Beverages.

We are pleased to offer you the position of **"Sales Trainee"** in our organization on mutually agreed terms.

Your CTC (Cost to Company) will be **as per Annexure I.**

Your date of joining would be **July 1st, 2026.** Your place of posting would be communicated to you during your joining.

You would be required to report at **Coffee Day Global Limited, Coffee Day Global Limited, No 165, R.V. Road (Near Minerva circle), Bangalore- 560004** on the date of joining.

You are required to submit the following documents on the date of joining. Wherever copies are specified, please also carry your originals for verification.

- Copy of education certificates
- Copy of permanent address proof
- Copy of PAN Card & AADHAR Card (Both Mandatory)
- Salary certificate/ last three month's pay slips (If applicable)
- Relieving letter from the previous employer (If applicable)
- 4 Passport size photographs
- Updated resume
- Medical certificate from a General Practitioner certifying that you are physically fit for employment

This offer is subject to a satisfactory verification of your previous academic and employment details as disclosed by you in your resume and the employment application form.

We look forward to your joining our team for a long and successful career. Kindly sign the copy of this letter as your acceptance and confirm the date of your joining.

Thanking you,

For Coffee Day Global Ltd.,

Authorized Signatory

Coffee Day Beverages

Coffee Day Beverages (A division of CDGL),
165, R.V. Road (Near Minerva Circle), Bangalore - 560 004
T +91 80 4001 2345 / 6721 2345
CIN: U85110KA1993PLC015001
W www.coffeedaybeverages.com

ANNEXURE I

Name : Mailarappa H Nimbannavar	
Earning Headers	**Annual (INR)**
Basic Salary	3,00,000
House Rent Allowance	1,50,000
Other Allowance	99,570
Provident Fund (Employer)	36,000
Gratuity (As per policy)	14,430
Fixed CTC	**6,00,000**
Sales Incentives	40,000
CTC Per Annum (INR)	**6,40,000**

- **Retention Bonus:** You will be eligible for **INR 1,50,000/-** (Rupees One Lakh Fifty Thousand Only) payable at the end of 2 Years' continuous service from your Date of Joining. If you so desire to leave the organization before the completion of 2 years (from your DOJ) post your commitment, the Organization reserves the right to recover INR 1,50,000/- (Rupees One Lakh Fifty Thousand Only) from your full and final settlement as liquidated damages to the Company which represents the loss suffered by the Company in providing you training, skill development and other employment related costs.
- **Other Allowance:** Incudes statutory bonus where applicable.
- **Provident Fund:** Employer's Contribution to provident fund of 12% of basic is included in your CTC. An employee contribution of 12% of basic would be deducted from your compensation towards Provident fund.
- **Gratuity** is payable upon Separation as per policy.
- **Sales Incentive:** Sales Incentive is applicable only to the Sales Team. Sales Incentives will be paid depending upon the actual achievement against targets as per the incentive policy applicable for that financial year.
- Tax will be deducted on all income except reimbursements as per the applicable current income tax laws.
- **Field Reimbursements:** Includes daily allowance, travel, mobile reimbursements for days spent on the field.
- **Training:** Product Training, Selling Skills Training and training you to be effective on the job is an integral part of the Sales Trainee Program.

For Coffee Day Global Ltd.

Authorized Signatory

Coffee Day Beverages

ACKNOWLEDGEMENT

I have read and understood the above terms and conditions and hereby signify my acceptance of the same.

Acceptance Signature :

Name : Mailarappa **Date :** 08/07/2026

Signature of Parent : H.M. Nimbar

Name : Hanamantappa **Date :** 08/07/2026

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