

Dear N. PRANEETH REDDY,

Congratulations! We are pleased to inform you that your candidature has been approved and it is our great pleasure to send you this offer letter for the Senior Sales Manager C&I Telangana location.

Based on our discussion,

1. Your role would be Senior Sales Manager C&I and you would lead the C&I segments.
2. Your date of joining will be May'2 2024.
3. The location of your employment will be Telangana, India.
4. You will be paid a remuneration of Rs 13,00,000 (Rupees Thirteen Lakhs only)
5. You will be required to serve a probationary period of 3 months. Your performance will be formally reviewed in 3 months and may be extended if deemed necessary.
6. The offer is subject to a satisfactory reference check of your credentials being conducted by the company, covering your educational qualifications, document verification, authentication of previous experience, etc.
7. Unless specifically specified herein, salary revisions are made annually and at the Sole discretion of the company. The company reserves the right to review salaries based on performance.
8. Company will provide you with the necessary equipment to enable you to discharge your duties efficiently and effectively.
9. Notice period is 30 days, in the event of an employee leaving without serving the notice period; the company can recover from the employee an amount of shortfall in the notice period. In the event of the company terminating without any notice, employees will be paid amounts equivalent to the notice period. It is the company's sole discretion whether or not the employee is required to work during the notice Period.

10. Key Responsibility Areas

Sales Targets Achievement:

- Develop and implement strategies to achieve sales targets for C&I solar products and services.
- Monitor sales performance regularly and take corrective actions as needed to meet or exceed targets.

Team Management:

- Lead, mentor, and motivate the C&I sales team to achieve individual and collective sales goals.
- Provide ongoing training and development opportunities to enhance team members' skills and capabilities.

Market Analysis and Strategy:

- Conduct market research and analysis to identify potential customers, market trends, and competitor activities in C&I segments.
- Develop C&I sales strategies and tactics to capitalize on market opportunities and gain a competitive edge.



Customer Relationship Management:

- Build and maintain strong relationships with key customers, partners, and stakeholders.
- Address customer inquiries, concerns, and complaints promptly and effectively to ensure customer satisfaction.

Business Development:

- Identify and pursue new business opportunities, partnerships, and channels to expand the company's solar sales footprint.
- Negotiate and finalize contracts with clients, ensuring favorable terms and conditions for the company.

Product and Service Knowledge:

- Stay updated on the latest developments in solar technology, products, and services.
- Train the sales team on product features, benefits, and value propositions to effectively communicate with customers.

Sales Process Optimization:

- Streamline sales processes and workflows to improve efficiency and effectiveness.
- Implement sales tools and technologies to automate tasks, track performance metrics, and generate insights.

Budgeting and Forecasting:

- Prepare annual sales budgets and forecasts in collaboration with the management team.
- Monitor and manage expenses to ensure adherence to budgetary constraints while maximizing sales opportunities.

Quality Assurance:

- Ensure the delivery of high-quality solar products and services to customers, meeting or exceeding industry standards and regulations.
- Implement quality control measures and monitor performance to identify and address areas for improvement.

Reporting and Analysis:

- Generate regular reports on C&I sales performance, including key metrics such as revenue, profitability, conversion rates, and pipeline status.
- Analyze C&I sales data to identify trends, patterns, and opportunities for optimization and strategic decision-making.

Should you have any questions on the terms of this letter of offer, please do not hesitate to email or contact us. Please sign this offer letter as your token of acceptance. We are glad that you have chosen to work at Osmium Energy and wish you a long and successful career with us.

Acceptance: I hereby accept this appointment with the terms and conditions mentioned above. I agree to abide by the company's rules and regulations in force from time to time.

Place:

Signature

