

Apr 11, 2022

Vinay Mathapati
House No.878/B, Mathapati Galli, Hebbal
Belgaum- 591221
Karnataka

Sub: Offer of Employment

Dear Vinay,

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

We are delighted in offering you an employment opportunity as **Associate Engineer** with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore**

Further, "Company" for all purposes in this document shall mean **Harman Connected Services Corporation India Pvt. Ltd, Bangalore** or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **INR 500000/-** per annum.
- You will also receive a one time Joining bonus of **INR 50000/-**. The first instalment of Rs. 50000 is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 50000 is to be paid along with salary payable for your twelfth month. If you leave the services of the Company within 1 year/s of joining the Company, this amount will be recovered from you.
- Your initial place of posting will be in **Harman Connected Services - Bangalore Campus**
- You will report to the **Business Unit/Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before **October 31, 2022**. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non-compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s)
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.
- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
- Your designation may be changed depending on the work assigned to you at the discretion of the Company.
- You will be entitled for an aggregate of 21 days of Privilege/Earned leave in accordance with the Company's policy as applicable from time to time. For all other leave types, you can refer to HR Policy section in the Company Intranet.
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified job-related training. If you choose to separate from the Company after undergoing

Annexure 2: Compensation Break-Up Detail

Name:	Vinay Mathapati
Designation:	Associate Engineer
Grade:	9A
Gross Salary:	500,000
Base Salary:	500,000

Components	Monthly (in Rs.)	Annual (in Rs.)
Basic	16,667	200,000
House Rent Allowance	6,667	80,000
Statutory Bonus	583	7,000
Flexible Benefit Package*	14,948	179,380
Fixed Salary - (A)	38,865	466,380
PF - Employer's contribution	2,000	24,000
Gratuity	802	9,620
Statutory Benefits - (B)	2,802	33,620
Base Salary	41,667	500,000
Gross Salary - (A + B)		500,000

Note:

- a) Taxes are applicable as per statutory rules.
- b) Flexible Benefit Package is payable towards salary components explained in the Total Rewards annexure as per the Company policy. The value of such benefits shall not exceed the amount mentioned above under FBP.
- c) Details of the other benefits are mentioned in the Annexure 3 "Note on Total Rewards".

For Harman Connected Services Corporation India Pvt. Ltd

Athikhur Rahman - Senior Manager, Talent Acquisition

LETTER OF INTENT.

Dear Mr.	: Mr Vinay Mallayya Mathapati
Mobile No.	: 9113857971
Place & Date of Interview Held : Walk-in (Seventh Sense Talent Soution)	

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please go through the following details and carry the photocopies of all the certificates & two recent passport size photos for verification and interaction at the office after your final exams. Please carry the signed copy of this document to the office.

	Elcamino Software Pvt Ltd (ECS)	
Salary Components	ECS Per Month	ECS Per Year
Basic	13450	161,400
HRA	1,550	18600
Conveyance Allowance		
Special Allowance		
NFH Average Per Month	833	10,000
Fixed Incentives		
Total Salary (Above Items)	15,833	190,000
PF Employee Deduction	-1,614	-19,368
ESI Employee Deduction	-277	-3,324
Total in Hand	13,942	167,308
Total PF Amount	3,228	38,736
Bonus	585	7000
Total in Hand+Total PF	17,755	213,044
Other Costs to Company		
ESI	713	8,550
Welfare Fund	20	240
Gratuity	647	7,760
Total CTC	19,134	229,594
Incentives	Up to Rs.2500	Up to Rs.30,000
Yearly Package	ECS Monthly package Rs. 19,000 to Rs,21,500	ECS Yearly Package-Rs 2,30,000 to Rs.2,60,000

Please contact us at the below address:

Elcamino Software Pvt Ltd.

Vidyaranayapura, Bangalore – 560097

Contact Name : Dheeraj Sahani

HR

Elcamino Software Pvt Ltd.

Candidate Signature