

Vinit kanthi
+91 9535016931

24th March 2022

Dear Mr.Vinit,

This letter has reference to your candidature for a suitable position and, our subsequent discussions. We are pleased to make you an **Internship Cum Placement** at Anora Instrumentation Pvt. Ltd (AIPL) and that you can start with your Internship from **April 4th 2022** for a period of **8 weeks**. Your internship/work location would be Chennai, India.

You will be required to undergo an in-house internship activity for a period of about 6 weeks during which there would be module wise evaluation. These evaluations will be the criteria for absorption into the company, the compensation that you would be entitled and the business Unit of the company into which you will be placed.

Company Policies

As a condition, all AIPL Interns/Employees are expected to abide by Anora rules, regulations, policies and procedures, as provided in Anora Company Employee Handbook. You will be given a copy of this Handbook upon the day of commencement of your internship with AIPL.

You will not be eligible for any leaves during this internship period except for any emergency situations. Working hours would be 9.00AM to 6.00PM, six days a week.

Verification of Qualifications

This offer is subject to verification of your educational qualifications.

Compensation and Benefits:

You will be paid a stipend of Rs10,000/- Per month during the regular internship period as per the policy of the company. On successful completion of your internship and evaluation process, you will be absorbed into the company with Annual salary with CTC anywhere in the range of ₹4,00,000 to ₹4,50,000 per annum which includes the base salary, allowances and the annual components. See the attached spreadsheet annexure showing the breakdown of compensation for the ranges.

Anora Instrumentation Private Limited

CIN: U29309TN2021FTC141646

www.anoralabs.com

e-mail: hr@anoralabs.com

Internship/Employment, Notice Period & Termination

You will be required to deposit your original certificates & Mark-sheets with the company at the time of joining and will be required to sign a bond for guaranteed work service with the company for a period of Three years with Bond Value being Four Lakh Rupees. The Employment Agreement document is attached herewith as a PDF for your reference.

You will go through a continuous evaluation process during this period before being eligible for absorption into Company Employment. If you are not successful in the internship or do not meet the minimum required evaluation criteria, you will not be absorbed into the company and will have to forfeit the employment chance into the company.

On Successful completion of the internship and absorption into the company, you will be placed with appropriate compensation decided by the evaluation during the internship period. You will be eligible for all employee benefits at this juncture including leave benefits.

Notwithstanding the above, AIPL reserves the right to terminate your services without notice on disciplinary grounds or for serious misconduct outlined in the employee handbook

Government Laws

This agreement shall be governed and construed in accordance with the judicial jurisdiction of Tamilnadu, in Chennai, India. If this offer meets with your approval, please sign, and return the enclosed acceptance sheet on your date of joining

We anticipate that the internship will commence from April 4th 2022 which will be the joining date for all Interns.

Additional Conditions

By signing this letter, you confirm the following to Anora Instrumentation Pvt. Ltd:

- 1) You have no contractual commitments or other legal obligations that would prohibit you from performing your duties to Anora Instrumentation Pvt. Ltd. during the internship period and post your absorption into the company as an employee.
- 2) You will not drop off during the Internship period, citing any reason and if you still do so, you will be bound by the agreement that you have signed, and the company will start legal proceedings against you.

We once again welcome you to "AIPL" family and wish you a very successful career and fruitful association with us.

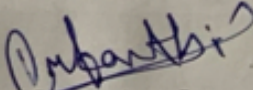
Yours truly,

HR

Anora Instrumentation Private Limited

I, Vinit, have read, understood and agree the above terms and conditions of the offer and accept the position of. I have joined duty on April 4th 2022 with Anora Instrumentation Private Limited as outlined in this offer letter.

Date: 25th March 2022


[Signature]

Annexure – Post absorption (Lower Range)

I	Compensation details	Amount in INR
	Fixed Compensation (FC)	
	Basic + VDA	210,000
	HRA	42,000
	Other Allowances [▼]	16,042
	Flexible Benefit Plan (FBP) [▼]	32,493
	Total FC	300,535
In addition, you will also be entitled to the following		
II	Variable Compensation	
	CCA [®]	64,169
		364,704
III	Benefits	
	a. Employer PF	25,200
	b. Gratuity	10,096
	Total Annual Comp/Base Pay (I + II + III)	400,000

Post absorption (Upper Range)

I	Compensation details	Amount in INR
	Fixed Compensation (FC)	
	Basic + VDA	210,000
	HRA	42,000
	Other Allowances [▼]	26,042
	Flexible Benefit Plan (FBP) [▼]	32,493
	Total FC	310,535
In addition, you will also be entitled to the following		
II	Variable Compensation	
	CCA [®]	104,169
		414,704
III	Benefits	
	a. Employer PF	25,200
	b. Gratuity	10,096
	Total Annual Comp/Base Pay (I + II + III)	450,000

The salary and benefits will be as per policy guidelines applicable to this category, Subject to prevailing Income Tax rules and applicable statutory regulations.

The Salary structure, components, mode of payment and related practices will be subject to change as per business requirements and legal regulations governing the salary / benefits.