

**Sony India Software Centre Private Limited**

Registered office: 2nd floor South Wing, Tower 2, Hibiscus, Embassy Tech Village (SEZ)
Outer Ring Road (ORR), Devarabisanehalli, Varthur Hobli, Bangalore-560 103, Karnataka, India.
Tel:+91-080-67078500 Fax: +91-080-67078999
CIN: U72200KA2011PTC061471

2nd November 2022

ABHISHEK JMA,
Sujaya Raghvendra Badavane
Nr Pura,
Chickmagalur.

Dear Abhishek,

We are pleased to offer you an employment with us as 'Software Engineer' in 'G3' Grade subject to your acceptance of the following terms and conditions.

1. TRAINING

You would undergo training as 'Software Engineer' for duration of 12 months starting from date of joining at Sony India Software Centre Private Limited (SISCPL), Bangalore. The duration may be extended at the discretion of the management.

2. REMUNERATION

You shall receive a compensation of Rs.6,00,000/- (Rupees Six Lakhs Only) per annum as shown in Annexure A.

3. HOURS OF WORK

You need to work 9 hours per day including 45 minutes lunch break.

4. STATUTORY HOLIDAYS

You shall be entitled for holidays as per the company calendar.

5. DUTIES

During your employment with the Company, you shall not undertake any other employment, assignment, business, etc. without the prior permission from the management and you shall devote your whole time to the faithful and diligent performance of your duties.

You will perform, observe and conform to such duties, directions and instructions assigned or communicated to you from time to time by the management and will not perform acts which are not befitting your position and which will in any manner adversely affect the reputation of the Company. You may have to work in shifts as per the necessity of work.

Please maintain strict confidentiality of the terms and conditions of your employment. You are advised that the Management takes a very serious view of such disclosure and you will be liable for disciplinary action for breach of this condition of service.



6. CONFIDENTIALITY AND FIDELITY

You shall not, either during or after your employment with us, either by word of mouth or otherwise, divulge particulars or details of our business process, technical know-how, security arrangements, administrative and/or other organisational matters of confidential and secret nature which may be your personal privilege to know by virtue of your employment with us and you shall both during and after your employment with us take all reasonable precautions to keep all such information secret. In consideration of your gaining sensitive information about the business, affairs, operations, processes of the Company, you also hereby undertake, agree and covenant with the Company that you will not for a period of two (2) years from the date of cessation/termination of your employment with the Company take any employment with the competitor of the Company (engaged in the development of software). You will also be required to enter into Intellectual Property & Confidential Information Non-Disclosure Agreement with the company.

7. RULES AND REGULATIONS

You will not enter into any commitment of dealing on behalf of the management for which you have no express authority, nor alter or be a party to any such alteration of any principle or policy of the Management or exceed the authority or discretion vested in you without the prior sanction of the Company or those in authority over you.

You will be responsible for the safekeeping and return in good conditions all of our property, which may be in your use, custody or charge.

If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or on termination of your employment.

That upon the termination of your employment, you will return to the Company all papers and documents or other property which may at that time be in your possession, relating to the business or affairs of the Company or any of its associates or branches and will not retain any copies or extract there from.

You will keep us informed in writing of any change in your residential address, civil or marital status and such other matters.

8. TAXATION

You shall be solely responsible for the payment of all Government and/or other taxes and dues on your compensation, and the management shall be entitled to deduct the taxes as per law.

9. TERMINATION

a) The Company shall be entitled to terminate the employment at any time without notice or payment in lieu of notice, If

- (i) Your work is found unsatisfactory or if you neglect your duties or if you are found dishonest or guilty of any misconduct in the opinion of the Company or such other officer as may be authorized by the Company in this behalf, or
- (ii) You refuse or neglect to comply with lawful order given to you by the head of department or such officer as may be authorized by the Company or your superior.

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b) The Trainee shall not at any time after termination of this agreement directly or indirectly

- (i) Represent as one connected with business of the Company.
- (ii) Use or disclose to any person, firm or company any information concerning the Employer's business, or of its customer

10. EXCLUSIVITY

During the Term, the Employee shall:

a. Be in the exclusive and full time employment of the Company and shall not, either solely or jointly, either before, during or after the regular hours of employment, whether for consideration or otherwise, directly or indirectly, without the prior written consent of the Company, (a) act as a director, officer, key managerial person, advisor, trustee, manager, consultant, agent, or accept power of attorney from third parties (excluding immediate family members, being spouse, parents and children) or otherwise take up any part or full time employment or any professional activity with any other person, (b) or be interested directly or indirectly in any other trade or business, during employment with the Company, or (c) be engaged or concerned in any manner with, or provide services to or accept any other engagement with, any other person including but not limited to freelancing;

b. Use and devote all efforts, time, attention, skills, abilities and expertise exclusively to perform the assigned duties for the benefit of the Company and act in the best interests of the Company at all times

c. Not engage or continue being engaged in any activity which may present a conflict of interest without prior written consent obtained from the Company upon full disclosure of circumstances leading to the conflict and the nature of conflict; and

d. Not engage in any activity which would interfere with or in any manner hinder the performance of his/her duties and obligations under this Agreement in any material aspect.

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This offer is valid subject to submission of all documents mentioned in Annexure D of the offer letter on your date of joining, you being medically fit and satisfactory background verification report. Medical and Background verification reports will be retained in our records, which will be accessible to authorize persons only.

Please confirm your acceptance of the above terms and conditions by signing and returning the duplicate of this letter to the Company

We take this opportunity to welcome you to our organization and wish you every success in your training.

Yours Sincerely,

For, Sony India Software Centre Private Limited

Siva Murugan Sermakani
Director – Talent Acquisition

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Annexure A

Name: **ABHISHEK JMA**
Designation: Software Engineer
Grade: G3

Compensation Structure

Components	Amount (In Rs.)
Annual Entitlements	
Basic	1,86,000
House Rent Allowance	74,400
Special Allowance	57,280
Total Per Annum (A)	3,17,680
Flexible Compensation Plan (FCP)*	2,00,000
Provident Fund (PF)	22,320
Total Per Annum (B)	2,22,320
Total Gross (A+B)	5,40,000
Annual Variable Pay Baseline (C) **	60,000
Total Annual CTC (A+B+C)	6,00,000

In addition to the above, you will be eligible for Gratuity, Medical and Personal Accident Insurance coverage.

* Flexible Compensation Plan (FCP) comprises of several components as detailed in Annexure B

** Variable Pay will depend on the Company's and Individual's performance during the financial year and will be paid out as per the company policy (refer to Annexure C).

Yours sincerely,

For, Sony India Software Centre Private Limited

Confirmed and Accepted

Siva Murugan Sermakani
Director – Talent Acquisition

(**ABHISHEK JMA**)

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Annexure B

Flexible Compensation Plan:

Flexible Compensation Plan (FCP) is part of Annual Gross Salary, which allows employees to choose various tax beneficial components from the offered list in their appointment letter, depending upon their personal preferences and tax liabilities. Participation in FCP is optional.

If you are interested in utilizing benefits under FCP, you will be required to declare the amount under each of the components chosen, subject to maximum limit specified for each component.

If you are not interested to participate under FCP, you have to declare the same. The undeclared FCP component will be paid along with your monthly salary.

FCP comprises of Leave Travel Assistance (LTA), Books and / Periodicals & Professional Development Reimbursement, Medical Reimbursement, Telephone Reimbursement and Food Voucher.

Note: The total FCP declaration under different components should not exceed the FCP amount mentioned in Annexure A.



Annexure C

Variable Pay:

The salary structure comprises of Variable Pay. Variable Pay is a part of total compensation and is designed to support high performance work culture.

Variable Pay is paid based on parameters like- Employee Performance, Division Performance, Global KPI and Company Financial Index as relevant to grade and division.

Eligibility:

Employees joining the organization will get variable pay paid proportionately for the period from the date of joining to the cycle last date (March 31st or September 30th).

Employees who have spent only 3 months or less will be considered for 100% payout as the time spent by then in the organization is very little or a formal evaluation.

Employees resigning the organization will get the variable pay if they have completed the full term of 6 months (March 31st or September 30th).

Pay out date: Variable Pay will be paid in the month of June and December along with monthly salary, every year proportionate to the period spent in the Organization.



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Annexure D

List of Documents to be submitted to HR:

You are requested to bring along with you the following documents in original (2 copies each) on the date of joining and hand over the same to the HR:

1. Employee Application Form (duly filled & Signed)
2. Employment Authorization Form (duly Signed)
3. Recent passport size photographs with White Background – 5 Nos.
4. Education Certificates:
 - a. 10th Standard
 - b. 12th Standard
 - c. Mark sheet of all semesters
 - d. Provisional certificate from college
 - e. Other certificate if any
5. Copy of Passport
6. Copy of PAN Card
7. Copy of Aadhar Card

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Annexure E

2nd November 2022

To,
The Relationship Manager,
Sakra World Hospital, Bangalore

Dear Sir / Madam,

Sub : Pre-Employment Medical Check-Up

We are hereby referring **ABHISHEK JMA** pre-employment Medical Check-up. We request you to complete the pre-employment medical check-up in any of the following locations:

SAKRA WORLD HOSPITAL (A UNIT OF TAKSHASILA HOSPITAL OPERATING PRIVATE LIMITED)
52/2 & 52/3, Devarabeesanahalli, Varthur Hobli, Opposite Intel, Outer Ring Road,
Marathahalli, Bangalore-560103,

For appointment, contact Phone: 080- 49694969 or Mobile: +91- 7899755408

Please send the bill to the following address:

Sony India Software Centre Private Limited (SISCPL), 2nd Floor, Tower 2 B, Hibiscus, Embassy
Tech Village, Outer Ring Road, Devarabisanehalli, Varthur Hobli,
Bangalore – 560 037; Tel. No.: +91 80 6707 8500

Yours sincerely,

For, Sony India Software Centre Private Limited

Siva Murugan Sermakani
Director – Talent Acquisition

Note: Instructions for the candidate.

1. Take prior appointment for Pre-Employment Medical Check-Up.
 2. Fill in the feedback form given by the hospital (Mandatory)
- For any query please contact Ms.Anu from Sakra Hospitals: +91-7899755408

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