



20 January 2025

Chandrashekhar K S,
Presidency University

Dear **Chandrashekhar,**

Congratulations! We are pleased to offer you the position “**Graduate Engineer Trainee**” at **Inteva Products India Automotive Private Limited, Bangalore Location.**

We are confident that the professional challenge and work environment will be of great attraction, and you will get every opportunity to advance in your career. The details of your offer are as shown in the annexure.

Please communicate your acceptance by **21st January 2025**. As agreed during our discussion you are requested to join us on or before **August 2025** otherwise this offer stands withdrawn automatically, until unless mutually agreed upon. The compensation statement must be strictly confidential.

You are required to complete internship prior to commencement of trainee period. Date and period of internship will be decided on mutual basis. This offer stands valid on successful completion of internship program.

A detailed appointment letter will be issued, after you join the services of the company.

You are requested to produce the copies of the following for our records at the time of joining:

1. Education certificates
2. Three passport size photographs
3. Copy of your passport
4. PAN Card
5. Aadhar Card.

This Offer is valid only on successful completion of pre-employment health check-up and on receipt of physical fitness certificate issued by the recommended hospital.

If you need any further clarifications regarding your proposed offer/employment, feel free to get in touch with us.

With Best Wishes,

For Inteva Products India Automotive Pvt Ltd

A handwritten signature in blue ink, appearing to read 'Sanjay Kataria'.

Sanjay Kataria
Vice President & Managing Director - India & Rest of Asia

Inteva Products India Automotive Private Limited
Manyata Embassy Business Park, N1 Block, 4th Floor, Outer Ring Road,
Rachenahalli Village, K.R. Puram Hobli, Nagawara, Bengaluru-560045, India
Tel : +91-80-46552500, www.intevaproducts.com
CIN : U34300KA1985PTC007212



Annexure		
Name : Chandrashekhar K S		Location: Bangalore
Designation: Graduate Engineer Trainee		Grade: A1
	Salary Components	Annum (Rs)
1	Basic	169,104
2	HRA	67,644
3	Flexible Benefit Plan*	186,000
Gross Salary		422,748
Perquisites		
4	Bonus	21,132
Total Fixed Pay		443,880
Retirals & Other Benefits		
5	Provident Fund	21,600
6	Gratuity**	8,130
7	Food	26,400
Total Retirals & Other Benefits		56,130
Grand Total		500,010
Insurance (Notional Amount)***		36,605

* Flexible Benefit Plan comprises of Uniform Allowance, Reimbursement of mobile (post-paid) connection (for employees not having company provided SIM), Reimbursement of internet connection, Children education allowance, Children hostel allowance, Professional Development, Books and periodicals, Leave travel allowance (LTA), Mobile handset reimbursement, NPS @ 10% of basic, Gift @ INR 4999, Two wheeler or car running expenses for personal car (for employees not using company transport)

** Gratuity shall be payable to an employee on the termination of his/her employment after he/she has rendered continuous service for not less than five years as per the Gratuity Deed.

*** You are eligible for company sponsored Group Medical Insurance, Personal Accident & Group Term Life Insurance. This benefit is provided on premium sharing basis and the employee contribution of INR 450 per month will be deducted from your salary.

I have understood & agreed for the above offer

Name

Date

For Inteva Products India Automotive Pvt Ltd

Sanjay Kataria

Sanjay Kataria

Vice President & Managing Director – India & Rest of Asia

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