

Tektronix India Private Limited
Salarpuria Premia, Survey No. 16,
Kadubeesanahalli, Varthur Hobli,
Sarjapur Outer Ring Road,
Bangalore – 560 103.

Phone : +91-80-3079 2600
Fax : +91-80-3079 2688

21 Oct 2019
Mr. Narthan L

Offer of Employment

Dear Narthan,

Enclosed please find our Offer letter dated 21 Oct 2019. Kindly sign the duplicate copy of the letter as a token of your acceptance. Please bring with you the copies of the following documents for our records on the day you report for duty.

1. Certificates in support of all your education qualifications
2. Experience certificates from all previous employer
3. Relieving letter from all previous employer
4. Offer letters for all previous employers
5. Passport first and the last page
6. Last 3 months salary slips
7. Latest salary remuneration letter
8. Proof of income tax deducted from salary from your last employer
9. Copy of PAN, Aadhar & UAN card

In addition, please bring 3 copies of your recent passport size photograph. We look forward to your association with our organization.

With best regards,

For Tektronix India Private Limited,



Saritha Radhakrishnan

Head – Human Resources

21 Oct 2019
Mr. Narthan L

Dear Narthan,

With reference to your application and subsequent discussions we had, we are pleased to offer you employment with Tektronix India (P) Limited, pursuant to the terms and conditions set out in this Offer Letter and Employment Agreement.

Job title : SOFTWARE DESIGN ENGINEER II
Total Cost to Company (p.a) : INR 10,69,231

Your variable pay opportunity is contingent upon the Company's attainment of the goals set forth in the Tektronix Results Sharing program. The actual pay-out under the Results Sharing program may be more or less than target, depending on Company performance. Upon acceptance of this offer, you will receive additional details about the Anderson Negele Results Sharing Program.

Your appointment will be effective on or before 28 October 2019.

The appointment is contingent upon successful completion of your background check which includes the verification of the particulars mentioned by you in your application at the time of appointment.

Your initial posting will be at Bangalore. However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules for the time being in force. Though you have been engaged for a specific position, the Company reserves the right to determine the responsibilities that you may be subsequently called upon to perform.

You will be initially on probation for a period of 6 (six) months from your date of joining. Based on your satisfactory performance, your services will be deemed to be automatically confirmed at the expiry of the initial probation period, unless otherwise your probation is extended by the Company and such probation extension is communicated to you in writing. During your probation and extended probation (if any), if in the opinion of the Company your performance is not satisfactory, the Company reserves the right to terminate your services by giving you a notice of 1 (one) month in writing. The Company reserves the right of giving 1 months' salary in lieu of such notice. You can terminate your employment with the company during the probation period (initial or extended probation period) by giving the Company a notice of 1 (one) month in writing. During your probation you shall render services diligently and as per the instructions of the Company. The decision of the Company in this regard is final and binding on you.

Post confirmation of your employment, your services may be terminated by either party giving 60 (sixty) days' notice in writing. The Company reserves the right of giving 2 months' salary in lieu of such notice. On termination either by the Company or by you voluntarily, you are under an obligation to serve the full notice period with due diligence and complete all the tasks assigned to you to the satisfaction of the Company. Should you fail to do so, the Company reserves the right to withhold your relieving letter/order.

You will retire from the Company on the last working day of the month following your attainment of the age of 60 years. Voluntary retirement is possible at the age of 55 years.





You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in business or service other than the Company's business or service.

Information pertaining to the Company's operations shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. You shall also execute a formal indemnity bond in this regard if requested by the Company.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

In the event of your termination for whatever reason you shall return to the Company all properties and documents of the Company in your possession without delay failing which the Company reserves the right to withhold termination benefits accrued to you during your employment with the Company until such time as you have returned such property to the company.

You will abide by the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions of service which shall be binding on you. Breach of any of the above terms and conditions and breach of any of the rules and regulations of the Company as applicable to all its employees will render you liable to termination of your employment with us without notice or compensation thereof.

We take pleasure in welcoming you to our organization and sincerely hope that your period of service will be long and mutually beneficial.

For Tektronix India Private Limited,

Saritha Radhakrishnan

Head- Human Resources

I agree to accept employment on the above-mentioned terms and conditions. I will report for duty on or before

Date:

Name:

Signature:

21 October 2019

PERSONAL AND CONFIDENTIAL

Salary Annexure:


Name : Narthan L		
Job Title : SOFTWARE DESIGN ENGINEER II		
Salary Break up		
Components	Monthly	Annually
Basic Salary	33,333	400,000
Benefits & Allowances(HRA, Conveyance, LTA, Medical)	46,000	552,000
Retirals (PF)	4,000	48,000
Gross Annual Salary	83,333	1,000,000
Result Share (Variable)	-	50,000
Gratuity	-	19,231
Total Cost to Company	89,103	1,069,231

Benefit Details:

- Group Life Term Insurance : Coverage only for employee (3 times of Gross CTC)
- Group Mediclaim Insurance : Coverage for employee, Spouse and 2 Children
- Group Personal Accident : Coverage only for employee
- Wellness Benefits : Annual health Check up
- Fitness reimbursement : Sponsorship of Gym/Fitness facilities (up to INR 8000 only)
- Subsidized Transport Facility through ORRCA
- Parental Insurance Policy (optional) facilitated by the company, wherein your parents or parents-in-law can be covered from day 1 of your joining. Premium towards the same will be borne by the employee

With best regards,

For Tektronix India Private Limited,



Saritha Radhakrishnan

Head – Human Resources