

**BOSCH**

**\* Private & Confidential \***

Mr. Kiran G Krishnan  
Kappillil House,  
Near JKHSS, Pulluvazhy PO,  
Kerala - 683541  
Ph: 9744714293

Bosch Limited  
Post.Box. No. 3000  
Hosur Road, Adugodi  
Bangalore - 560 030,  
India  
www.boschindia.com  
CIN : L85110KA1951PLC000761

Tel. :

Fax :

Date

Your ref/date

Our ref

RBIN/HRL-M

24.10.2019

Dear Kiran,

This has reference to your application and the subsequent interview/s you had with us. We are pleased to offer you a position of **Technical Management Trainee (TMT)** for a period of 18 months commencing from **17.08.2020**. You can join us on or before **17.08.2020**. In case you do not report by specified joining date our offer stands withdrawn.

1. Your compensation will comprise the following:
  - 1.1 Consolidated Salary of **Rs.227160 per annum (Rupees Two Lakhs Twenty Seven Thousand One Hundred and Sixty only)**
  - 1.2 Cash Perk Basket (CPB) **Rs.305575/- per annum (Rupees Three Lakhs Five Thousand Five Hundred and Seventy Five Only per annum).**
  - 1.3 Details of your annual CTC and benefits are given in Annexure 1 to this letter.
  - 1.4 The Company is providing a Hospitalization Insurance Scheme, under which your family and you will be covered. The premium towards the insurance will be borne by the Company.
  - 1.5 You will be eligible to become a member of Employees' Provident Fund Scheme.
  - 1.6 You will be eligible for Gratuity benefit as per The Payment of Gratuity Act, 1972.



Mr. Kiran G Krishnan

Our ref: RBIN/HRL-M/ 24.10.2019

-2-

Sheet

2. You will not be eligible to any Bonus, as you are not an "employee" within the meaning of The Payment of Bonus Act, 1965. However, the Company may consider payment of ex-gratia amount in lieu of bonus as may be decided from time to time. In the event of The Payment of Bonus Act being amended and you are coming within the purview of the Act, the amount paid to you as ex-gratia for any particular year is liable to be adjusted towards the amount that may become payable to you for that year under the amended provisions of The Payment of Bonus Act or any other law and you will be entitled only to the balance amount, if any, after such adjustment.
3. Your selection as a TMT has been confirmed only after informing you during the interview stage that your selection as a TMT, is subject to your consent to serve the Company for 2 years from the date of completion of your training.
4. The Company reserves the right to send you on deputation and/or transfer your services as a Trainee, not only within the Company in any place in India or abroad but also to the employment of any of its Subsidiary or Associate Companies. In case you are deputed abroad, you will be required to fulfill conditions regarding financial security and minimum service subsequent to such deputation as per Company's policy.
5. Further, whenever business demands, you will work closely with our customers and vendors. For this purpose, you shall be physically available at short notice at either customer or vendor locations, as the case may be, for appropriate duration, as per business exigencies.
6. As TMT training entails considerable expenditure in terms of logistics, travel, testing, and commitment of resources etc., your immobility or separation during TMT training period will adversely affect the interests of the company, resulting in significant financial loss to the company. In case of your immobility or separation during TMT training period, you shall be liable to pay to the company the following sum as and by way of liquidated and ascertained damages and not as any form of penalty. This condition shall be applicable even during the extended period of your Training, whether extended in writing or continued as such.

Time of separation (from the date of joining)	Amount* (INR)
0 Month – 3 Months	Rs. 50,000/-
3 Months & 1 day – 6 Months	Rs. 100,000/-
6 Months & 1 day – 12 Months	Rs. 200,000/-
12 Months & 1day – 18 Months (and also during extended period of your training, if any)	Rs. 300,000/-

**\* Subject to Tax liability wherever applicable**



Mr. Kiran G Krishnan

-3-

RBIN/HRL-M/ 24.10.2019  
Our ref.

Sheet

7. The company reserves the right to extend the training to enable you to learn and pick up the required skills, based on your performance.
8. Based on business conditions, availability of vacancy and your performance, the company may offer you employment on its rolls, anywhere in India. Please note that your appointment as TMT does not automatically guarantee absorption on rolls on permanent basis.
9. On successful completion of training, subject to business conditions, performance and availability of vacancy, if the company offers you employment on its rolls, then you will be required to serve and support the company for a mandatory period of 2 years. In case you separate anytime within this 2 years from the date of such absorption, you shall be liable to pay to the company the following sum, as and by way of liquidated and ascertained damages and not as any penalty.

<b>Time of separation (from date of such absorption)</b>	<b>Amount* (INR)</b>
0 Month - 6 Months	Rs. 500,000/-
6 Months & 1 day - 12 Months	Rs. 400,000/-
12 Months & 1 day - 18 Months	Rs. 300,000/-
18 Months & 1 day - 24 Months	Rs. 200,000/-

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10. Nothing contained in this letter shall prevent the company from terminating your training even before its completion, without assigning any reason, by giving one month's notice or one month's consolidated salary in lieu thereof.
11. You are also free to terminate your training earlier to the 18 months training period by giving one month's notice in writing, subject to fulfillment of clause 6.0 above.
12. This offer of appointment is provisional, subject to your being declared medically fit by Company's Medical Officer.
13. In accordance with the provisions of the Companies Act, 1956, as amended by the Companies (Amendment) Act, 2013, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are requested to make the declaration in the enclosed form and submit it to us duly filled in.
14. You will promptly assign to the Company all your right, title and interest in all inventions, original works of authorship, developments, concepts, know-how, improvements, trademarks, domain names or trade secrets, whether or not patentable or registrable under the relevant laws (collectively referred to as "Intellectual Property"), that you may solely or jointly conceive or develop or cause to be conceived or developed during the period of your employment with the Company.

**BOSCH**

Mr. Kiran G Krishnan

-4-

RBIN/HRL-M/ 24.10.2019  
Our ref.

Sheet

15. Details of the documents to be produced at the time of joining are given at Annexure 2 to this letter.
16. Annexure 3 to this letter specifies the terms, conditions and procedure applicable for reimbursement of joining expenses. This is applicable only for persons currently residing in another city.
17. Please sign and return the duplicate copy of this letter of appointment in token of your having agreed and accepted to the above terms and conditions. The same has to reach us on or before **10.11.2019**.
18. On the day of your joining, please report at 8.45 a.m., at our Registered Office, M/s Bosch Limited, Hosur Road, Adugodi, Bangalore – 560 061, Ph: 80 - 6657 1323 and meet Ms. Bindu Nayar of HRS3-IN department to complete the joining formalities.

Yours sincerely,  
for **Bosch Limited**,

**(Sudarshan P)**  
Senior General Manager  
(Human Resources)

**(Heet Amin)**  
Deputy Manager  
(Human Resources)

I agree to the above terms and conditions.

-----  
(Signature of the Candidate)

-----  
(Date)



Our ref.

Mr. Kiran G Krishnan

RBIN/HRL-M/ 24.10.2019

Sheet

-5-

**Annexure 1:****A. Break up of CTC:**

The breakup of the CTC, as specified in the appointment letter, is given below:

Sl. No.	Components	Rs. per annum
1	Consolidated Salary	227160
2	Cash Perk Basket	306341
3	Retirals (PF & Gratuity)	38185
4	Insurance (Health Insurance + Group Personal Accident Insurance) Table below contains details.	3319
5	<b>Gross Annual CTC</b>	<b>575005</b>

**B. Details of benefits:**

Hospitalization Insurance:

- 1.0 lakh per annum for self and family (Spouse and children)
- + 1.0 lakh per annum for certain specified major illness
- + Group Personal Accident Insurance Cover

Yours sincerely,  
for **Bosch Limited**,

**(Sudarshan P)**  
Senior General Manager  
(Human Resources)

**(Heet Amin)**  
Deputy Manager  
(Human Resources)



Our ref.

Sheet

Mr. Kiran G Krishnan  
RBIN/HRL-M/ 24.10.2019

-6-

**Annexure 2:**

You are required to bring the following at the time of joining the Company:

**A. Original Certificates:**

1. Proof of age
2. All educational qualification certificates and marks cards
3. PAN Card, Aadhar Card, Passport

**B. Bank Account Details:**

1. Name and Address of the Bank
2. Copy of a cancelled blank cheque leaf

**(Sudarshan P)**  
Senior General Manager  
(Human Resources)

**(Heet Amin)**  
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Mr. Kiran G Krishnan

Our ref: RBIN/HRL-M/ 24.10.2019

Sheet

-7-

**Annexure 3:****Joining Expenses\***

- 1<sup>st</sup> class / 2<sup>nd</sup> A/C class train fare for self and family (spouse and dependant children below 18 years of age).
- Hotel stay (Single room - tariff not to exceed **Rs.1,200/-** per day) up to a maximum of 15 days from the date of reporting or in Company Transit House (subject to availability).

If you leave the services of the company within 3 years of joining as a TMT, including the regular service period, in case you may be absorbed upon successful completion of TMTship against a possible regular position, you will be required to pay back the amount reimbursed as follows:

- |                                   |   |                               |
|-----------------------------------|---|-------------------------------|
| • Less than 1 year                | - | 100% of the amount reimbursed |
| • Above 1 year and up to 2 years  | - | 75% of the amount reimbursed  |
| • Above 2 years and up to 3 years | - | 50% of the amount reimbursed  |

**\* Subject to Tax liability wherever applicable.**

Please sign and return the duplicate copy of this sheet in token of you having agreed and accepted to the above terms and conditions.

(Sudarshan P)  
Senior General Manager  
(Human Resources)

  
(Heet Amin)  
Deputy Manager  
(Human Resources)

I agree to the above terms and conditions.

-----  
(Signature of the Candidate)

-----  
(Date)



Mr. Kiran G Krishnan  
BIN/HRL-M/ 24.10.2019

Sheet

**1. Leave Rules**

You will be eligible for 36 days leave during your 18 months of training period. Please refer to the leave rules policy for more details.

**2. Medical Examination:**

You will be eligible for reimbursement towards pre-employment medical examination against bills at actuals / subject to maximum limit specified below, whichever is lower:

Age	>20 years	>30 years (Test (1) and (2))	>35 years (Test (1), (2) and (3))	>40 years (Test (1), (2), (3) and (4))
	Test (1)	Test (2)	Test (3)	Test (4)
Recommended tests	Physician Consulting & Report, Ophthalmologist consultation	Chest X ray, PA view, Hematology Profile, HIV I & II, HBsAg	Blood glucose fasting, Serum Creatinine, Urine Routine Examination, ECG Post prandial	Echo / TMT, Lipid Profile
Costs	Rs.600	Rs.1,500	Rs.2,000	Rs.3,500