

August 05, 2019.

To,

Prabhu.B,

Dear **Prabhu,**

We are pleased to confirm the offer of employment with **Flera Technologies (OPC) Pvt Ltd**, as **Junior Test Engineer**. Your joining date will be on **August 14, 2019**.

This offer of employment and any consequent employment relationship is contingent upon satisfactory reference and/or criminal records checks, as well as verification of your employment and salary history.

As per company regulations, you are required to produce appropriate documentation to the company within three business days of hire. This offer letter sets forth the terms of your employment with the Company and super cedes any prior representation or agreements, whether written or oral. This offer letter and the proprietary Information and Inventions agreement set forth the entire agreement between you and the company with respect to your employment, and you acknowledge that no other representations were made to you concerning your employment at the company. The terms of this offer letter may only be changed in a written document signed by you and an authorized officer of the company.

We look forward to work with you. To accept this offer, please sign, date, and return this original letter along with an executed copy of the company's "Proprietary Information and Inventions agreement", for your personal file.

Warm Regards,

For **Flera Technologies (OPC) Pvt Ltd**


Hima N
HR Manager



OFFER TERMS AND CONDITIONS

1) Designation : Junior Test Engineer

2) Compensation: Your compensation will be **Rs. 2,79,996.00 per annum.**

Discretionary Benefits: You may be eligible to participate in a sales commission, incentive or bonus plan applicable to your position, as operated by the company from time to time. Your eligibility to participate in any such plan and your entitlement to any compensation under such plan will be governed by applicable law, the terms of the plan and applicable company policy as established from time to time. You acknowledge any compensation payable under such plan shall be at the absolute discretion of the company, and you agree that as a condition of participating in any such plan that you will not make, and do not have, any legal claim to expect or be entitled to a payment, even if such payment was made repeatedly and without any explicit acknowledgment on each occasion as to its voluntary and/or discretionary nature. The company reserves the right, among other things, to amend, replace or withdraw at any time at its discretion, any sales commission, incentive or bonus plan in which you participate.

3) Place of Work:

You will be posted at our Bengaluru office. Your services are transferable to any place in India or abroad, at the company's discretion.

4) Dress Code:

You are required to dress appropriately for a business environment on all working days.

5) Reporting:

Your employment is intended to commence not later than above specified date failing which this offer of employment will automatically stand withdrawn. On the commencement date, you are requested to report at the Bengaluru office before 5 PM.

6) Travel:

You will be required to undertake travel on company work and you will be paid travel expenses as per company policy framed from time to time.

7) Probation:

You will be on probation for a period of 6 months from the commencement date. The probationary period can be extended further if your performance / conduct is found not satisfactory, at the company's sole discretion. You will continue to be on probation until confirmed in writing by management.

8) Leave:

You will be entitled to privilege leave, sick leave and casual leave as per the company's leave policy in force from time to time.

9) Declared Holidays:

There will be 10 festival holidays in a year as per the holiday list issued by the company from time to time.

10) Abandonment:

Any unauthorized absence from work for a continuous period of 10 days (including absence upon leave applied for but not granted), shall automatically terminate your employment without any notice obligation on the company.

11) Full time employment:

You shall, during your employment with the company, devote the whole of your time and attention to the company's business entrusted to you and you shall not engage yourself directly or indirectly in any business and service other than company's business and service unless with prior written permission of the company.

12) Company Policies:

You will be governed by the company's policies in place from time to time although such policies do not form part of your contract of employment. Any action of yours contrary to any such policy shall render you liable to termination with immediate effect, notwithstanding any other terms and conditions of your employment.

13) Reference or background checks

This offer of employment and any consequent employment relationship is contingent upon satisfactory reference and/or criminal records checks as well as verification of your employment and salary history. Any false information provided by you or at your request may result in immediate termination of your employment with no compensation to you.

Private and Confidential

Annexure A

Salary Structure:

Emoluments	Per Month (Rs)	Per Annum (Rs)
BASIC	8,193.00	98,316.00
HRA	4,097.00	49,164.00
CONVEYANCE	1,600.00	19,200.00
MEDICAL	1,250.00	15,000.00
CCA	3,687.00	44,244.00
SPECIAL ALLOWANCE	4,506.00	54,072.00
C.T.C	23,333.00	279,996.00

Annexure B**Joining formalities:**

At the time of your joining, please bring two copies of the following documents, which are essential for us to complete your joining formalities:

1. Certificates your educational qualifications along with mark sheets
 - a. 10th Certificate
 - b. 10+2 Certificate and mark sheets
 - c. Degree Certificate and mark sheets
 - d. Master's Certificate and mark sheets (if applicable)
 - e. Any other Certificates with supporting documents (if applicable)
2. Your relieving letter from your current, previous organization(s) (if applicable)
3. Valid Passport
4. PAN Card
5. Four copies of your recent color Passport size photographs