



Date: **01-Feb-2025**

Rohit Ray

**Office no. 2, 5th Floor, S14, Solitaire Corporate Park, 167, Guru Hargovindji Rd,
Chakala, Andheri East, Andheri East, Mumbai, Maharashtra, 400093, India**

Subject: Offer of Employment for the Position of AI Researcher

Dear **Rohit Ray** ,

We are pleased to offer you the position of **AI Researcher** at **Dolby Technology India Private Limited**. Your exceptional performance during the interview process and your impressive technical and analytical skills have convinced us that you will be an excellent addition to our team. This letter serves as a formal offer of employment, and we are excited to welcome you to the Dolby family.

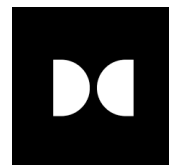
About Dolby Technology India Private Limited

At Dolby, we are redefining how people experience audio, video, and immersive technologies. With decades of innovation, we have built a legacy of excellence in the entertainment and technology industries. Joining Dolby means becoming part of a global team dedicated to creating impactful, data-driven solutions and shaping the future of technology.

Position Details

1. **Position Title:** AI Researcher
2. **Reporting To:** Operation's Manager
3. **Work Location:** Hybrid Work Culture
4. **Date of Joining:** 03-Feb-2025
5. **Probation Period:** 6 months

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Balraj Sahani Marg, Juhu-400049.**



Compensation and Benefits

Your **Total Cost to Company (CTC)** will be ₹ **per annum**, which includes fixed and variable components. Below is a detailed breakdown of your salary structure:

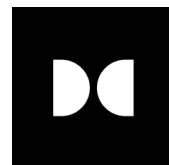
Salary Structure

Salary Component	Amount (INR) per annum
Basic	225333
House Rent Allowance	112666
Special Allowances	176041
Performance Bonus	176041
Provident Fund (Employer)	14083
Total CTC	667000

Additional Benefits:

- Comprehensive health insurance coverage for you and your dependents.
- Annual leave, sick leave, and other statutory leaves as per company policy.
- Access to Dolby's learning and development programs.
- Reimbursement for certifications and courses relevant to your role (subject to prior approval).

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Key Responsibilities

As an AI Researcher at Dolby, your responsibilities will include but are not limited to:

1. Conducting advanced research in artificial intelligence, machine learning, and data analytics.
2. Designing and implementing AI models using tools like TensorFlow.
3. Collaborating with cross-functional teams to integrate AI solutions into Dolby's product ecosystem.
4. Publishing research papers and contributing to patents.
5. Driving innovation and solving real-world problems using AI.

Terms and Conditions

Employment Bond

As part of this offer, you are required to sign a **2-year employment bond** with Dolby Technology India Private Limited. By signing this bond, you agree to serve the organization for a minimum of two years from your date of joining. In the event of early resignation or termination (voluntary or involuntary), you will be liable to pay a penalty amount equivalent to **3 Lakhs**, as per the bond agreement.

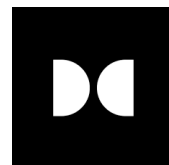
Probation Period

Your employment will be subject to a probationary period of six (6) months, during which your performance will be reviewed. Upon successful completion of the probation period, your employment will be confirmed in writing.

Termination Policy

1. **By the Company:** Dolby reserves the right to terminate your employment at any time during or after the probation period by providing one (1) month's notice or salary in lieu thereof, in case of unsatisfactory performance or breach of company policies.
2. **By the Employee:** You may resign from your position by providing **three (3) months'**

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notice in writing or salary in lieu thereof.

4. Any violation of the 2-year bond terms will result in penalties as described above.

Confidentiality and Intellectual Property

1. You will be required to sign a Non-Disclosure Agreement (NDA) to ensure confidentiality of Dolby's proprietary information.
2. Any work product, inventions, or innovations created during your employment will remain the sole property of Dolby Technology India Private Limited.

Code of Conduct

At Dolby, we value integrity, professionalism, and respect in the workplace. You are expected to:

- Adhere to all company policies and compliance requirements.
- Maintain ethical conduct in interactions with colleagues and stakeholders.
- Report any unethical practices through Dolby's whistleblower platform.

Compliance

You are required to abide by all statutory and organizational regulations, including but not limited to:

- Submission of accurate and verified documentation for onboarding.
- Adherence to Dolby's anti-harassment, anti-discrimination, and data privacy policies.

Documents Required for Onboarding

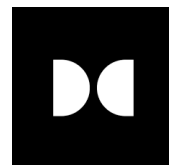
To complete your onboarding process, kindly submit the following documents prior to your joining date:

1. Aadhaar Card and PAN Card
2. Academic Certificates (Mark sheets and Degrees)
3. Professional Credentials (Salary slips, offer letters, bank statements, etc.)
4. Passport (First and Last Pages)
5. Tensorflow Certification / Invoice

Acceptance of Offer

Please confirm your acceptance of this offer by signing and returning a scanned copy of this letter to this email within 24 hours so to process it for Police Verification and other formalities

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We are excited about the opportunity to work with you and are confident that you will make valuable contributions to Dolby Technology India Private Limited. Should you have any questions or require further clarification, please feel free to reach out to us.

Welcome to Dolby, where your passion and expertise will help redefine the future of technology.

Warm Regards

Anjali

Executive HR

Human Resource Department | Dolby Technology India Pvt Ltd,

<https://www.dolby.com>

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