



24 September 2020

To

Venkata Narsimha Rao

Dear Venkata Narsimha Rao,

Congratulations! Moschip Technologies Limited (Formerly MosChip Semiconductor Technology Limited) is pleased to offer you employment on the following terms. This letter supersedes any and all previous offers verbal or in writing and is contingent upon successful completion of your background check.

1.Position: Your position will be **Engineer - Lab Support**. This is a full-time position. While you render services to the Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

2.Compensation: The Company will pay you **INR 550000** (Five Lakh Fifty Thousand Rupees) per annum payable in accordance with the Company's standard payroll schedule. This salary will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time. Please refer Annexure A, attached, for the Annual CTC breakup.

3.Probation: You will initially be on probation for a period of six months from your date of joining. Based on satisfactory performance, you will be considered confirmed at the end of six months unless otherwise communicated. During the probation, you will be eligible for all benefits as per MosChip's policies.

4.Employee Benefits: As a regular employee of the Company, you will be eligible to participate in a number of Company-sponsored benefits. In addition, you will be entitled to paid time off in accordance with the Company's policy in effect from time to time.

5.Transfer: During your employment with the company you will be liable to be transferred or deputed to any of the offices/departments of the Company/ Associate/ Subsidiary/ Group Companies/Client locations, whether anywhere in India or abroad on the same or similar terms and conditions of the employment.

6.Non-Disclosure Agreement: Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's standard Non-Disclosure Agreement, a copy of which is attached hereto.

Employment Relationship: Your employment with the Company will be "at will and is not for a specified term". During the period probation, the Company or you can terminate employment by giving written notice or salary in lieu of 30 days. On confirmation, this period is 90 days. However, in the event of gross misconduct or breach of the terms and conditions, the Company is entitled to terminate your employment with immediate effect.

Moschip Technologies Limited
(formerly MosChip Semiconductor Technology Limited)

CIN: L31909TG1999PLC032184

Plot No.83 & 84, 2nd Floor, Punnaiah Plaza, Road No. 2, Banjara Hills, Hyderabad - 500 034. INDIA

Tel. : +91 40 6622 9292, Fax : +91 40 6622 9393 www.moschip.com



We hope that you will accept our offer to join our Company and that you have a long, happy and fruitful career here. You may indicate your agreement with these terms and accept this offer by signing and dating of this letter agreement and the enclosed Non- Disclosure Agreement and returning them to me. This offer, if not accepted, will expire at the close of business on **25 September 2020**. Your employment is also contingent upon your starting work with the Company on or before **28 September 2020**. We look forward to having you join the team.

Very truly yours,

Moschip Technologies Limited

By: 

Jayaram Susarla

Chief Financial Officer

I have read and accept this employment offer

Signature: _____

Dated: _____

Agreed Upon Start Date: _____

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