



SIPL / DIGIT / 1162

Personal & Confidential

Date: 2nd May 2024

Ms. Binisha C B
Chethikkattil House,
Chazhoor, Thrissur,
Kerala - 680571

Sub: Offer of Employment

Dear Binisha,

With reference to your candidature, we are pleased to offer you the position of "DGT-Software Engineer - Trainee" with Safran India Pvt. Ltd. – Digit.

Your primary work location shall be **Hyderabad**. However, based on the position's requirements, you may be required to work anywhere in India or abroad.

Your annual cost to the company will be **Rs. 500,000/- (Rupees Five Lakhs Only)**. Your detailed salary structure is attached as per Annexure 1.

You are expected to join us by **17th June, 2024** beyond which the employment offer stands cancelled. If you are given any specialized trainings as part of the job requirement, you are required to sign the training agreement for the stipulated time.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2. Please be aware that the documents submitted by you shall subject to the due background check and verification.

For the first two years from the date of joining you will be provided with on-the-job training, where you will trained to work and handle projects independently. On the date of joining, you are required to sign a training bond with the company for the first two years.

Please return the duplicate copy of this letter duly signed as a token of your acceptance. By accepting this offer letter you undertake to keep its details and all information shared by the Company with you as strictly confidential, which shall not be disclosed to any third party.

Yours sincerely,

For SAFRAN INDIA PVT LTD

Aju Varghese
(Managing Director - Digit)

Acknowledgement

I, **Binisha C B** accept the offer of employment and agree to abide by the terms and conditions of my employment.

Signature

Date: 03/05/2024

Registered Office

Safran India Private Limited

201A & 202, 2nd Floor, Worldmark 2, NH-8, Aerocity, New Delhi 110037, INDIA

T +91 11 4355 15 00, F +91 11 4355 15 55, www.safran-group.com

CIN : U74999DL2011FTC212911

ANNEXURE 1

ENTITLEMENTS: All entitlements listed below are initial entitlements. These are subject to any Company policy, procedure or guidelines that may be issued from time to time. All salary, incentives, perquisites and benefits including reimbursements are subject to Income Tax as per the provisions of the Income Tax Act, 1961, which may be applicable, including tax on perquisite.

Safran India Private Limited – Digit		
Binisha C B		
	Per month	Per Year (INR)
Basic Salary	19,654	235,849
House Rent Allowance	9,827	117,925
Flexi Allowance	9,827	117,925
	39,308	471,699
Employer Contribution to PF		28,301
Total CTC		500,000

- Employee to provide breakdown of "Flexi Allowance" between LTA, Children Education Allowance, Telephone reimbursement, Food Coupons and balance will be taken as flexi allowance.
- LTA will be paid once in a year (one time in block of two years) as per IT Act.

RETIRALS**PROVIDENT FUND**

You will be required to subscribe to the Company's Provident fund scheme as applicable at present and as amended from time to time.

GRATUITY

Gratuity, as may be applicable to you, under law will be provided. You will be eligible for the Gratuity benefits from the date of joining with Safran Group.

INSURANCE COVERAGE / ESI COVERAGE

You will be covered under Company's Group Accidental Insurance & Hospitalisation Insurance as per Company's policy **OR** You will be covered under ESI benefit as per Company's policy (as applicable).

ANNEXURE 1 FORMS AN INTEGRAL PART OF THE OFFER LETTER

ANNEXURE – 2

Below are the lists of documents to be submitted on the joining to facilitate joining, background verification/validation and appointment process at the **Safran India Pvt. Ltd. – Digit**.

S. No.	Particulars
(A)	ONE PHOTOCOPY OF THE FOLLOWING DOCUMENTS:
1	Copy of Aadhar card
2	Copy of PAN Card or Acknowledgement Slip of Form 49 (if applied)
3	Copy of full set of Offer Letter, self-attested on all pages
4	Professional / Educational Certificates and Mark Sheetss towards: <ul style="list-style-type: none"> 10th Standard or equivalent examination 12th Standard or equivalent examination Graduation Post-graduation / Doctorate Other relevant educational or skill certifications
5	Passport including non-blank pages
6	Permanent and current Residential Address proof (Aadhar / Ration Card / Voter ID Card / License Copy etc.
(C)	THREE PASSPORT-SIZED PHOTOGRAPHAS AS PER SPECIFICATION
7	Color Photographs with white background
(D)	OTHER DETAILS REQUIRED
8	New Joiner's family (Parents, Spouse, Children) details, including their DOB
9	Bank Account details (Copy of cancelled cheque)

Please remember to bring the original certificates / mark sheets / documents for all the above listed items, for verification at the time of joining.