

*** Personal and Confidential ***

Mudigolam Chamdeep,

No.146/2A, 11th cross, 3rd Block
Chowdeshwari Layout, Vishwapriya Nagar, Begur
Bengaluru-560068

BGSW reference : TN/67876/2022

Date: 22.11.2022

Dear Mudigolam Chamdeep,

This has reference to your application dated **08.09.2022** and the subsequent interviews you had with us. We are pleased to appoint you as '**Senior Associate Consultant**' in functional area "**SX/BSV-ES**" at BGSW's Bangalore Location in Level "**51**" as detailed below.

1. Compensation

- a) Your annual CTC (Cost to Company) will be Rs. **20,00,000/- (Rupees Twenty Lakhs Only)** per annum. In addition, you will be entitled to benefits as detailed below, **Annexure I**.
- b) Please refer to **Annexure I** to know more details about your compensation package.
- c) The variable portion of your compensation shall depends upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

The management reserves the right to amend the retirement age from time to time at its sole discretion, and these amendments shall be notified and binding on all Employees on the rolls of the Company with immediate effect.

3. Benefits

You will be entitled to leave benefits of Earned Leave (18 days) and General Leaves (12 days) as per the prevailing Leave policy. The company reserves the rights to alter / amend the leave rule from time to time including leave entitlements.

You will be entitled to a) Hospitalization Insurance - for self and family (for spouse and children up to the age of 23 years) b) Personal Accident Insurance - for self only c) Life Insurance - for self only

4. Integrity

Each employee at Bosch is committed to ensure integrity in all aspects of their functioning. You are expected to comply with the policies as listed in the code of Business Conduct of the company as they form an integral part of the terms of your employment with Bosch. You are required to read and agree to the Rules & Regulations of Service and Conduct as listed in the **Annexure II**.

5. Condition of Hire

- 5.1 The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with the company.
- 5.2 In accordance with the provisions of the Companies Act 2013, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. Further, if you have any trade or business interest with relations mentioned in **Annexure II** here-in-below and have any existing connection or future connection with the Company as suppliers, dealers, agents or contractors thereof, you are obligated to disclose such connection to the Company at the time of joining, you shall inform the management of the Company on becoming aware of any proposed transactions through such relations in the future of your employment duration.
- 5.3 This employment offer is made based on the information given by you in the BGSW application form, including but not limited to, the education/ experience certificates, medical reports and any other relevant documents submitted to us. In case company finds at any time, the information given by you is incorrect, untrue or incomplete, the company shall have the right to terminate the employment at any time without notice or salary in lieu of notice period.
- 5.4 If the Company sends you on training including research and development activities, to another country or a place in India with a view to benefit the Company in pursuance of its business objectives, which will be at an additional cost to the Company, you agree not to accept employment in a company in competition with BGSW and / or undertake a business that is in competition with BGSW. In the event you leave the Company within **One year** after such training period as mentioned in this clause 5.2, the Company will be entitled to recover the costs from you, incurred by the Company towards such training.



5.5 Background Check: Company would be conducting a background and reference check of your employment details. Your appointment is contingent upon satisfactory report of the background check conducted by our company's approved agency.

If the outcome of the Background verification is not satisfactory, the company has the right to withdraw this Offer of appointment without any notice or Compensation in lieu of notice at its sole discretion. This includes the right to take any appropriate action against you, including, but not limited to termination of your employment.

6. Transferability

Initially you will be posted at our "**Bangalore**" location, however you may be transferred to provide your services to any of our existing / future establishments of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

7. Termination

The notice period for termination of employment on either side shall be three months. Company shall have an option of making payment in lieu of notice period at its discretion. When payment in lieu of notice is offered by the company, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances, etc.

Payment in lieu of notice shall be subject to acceptance of the same by the Company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services except upon issue of a letter to that effect.

8. Medical fitness

On the day or before the date of joining, you are required to furnish the required Medical fitness certificates to the Company medical doctor as mentioned in the **Enclosure A** appended to this letter.

In case of virtual on boarding, you are required to meet the Company doctor either prior or after the date of joining within 60 days of your joining for obtaining fitness certification.

9. Acceptance and Commencement

Your appointment will be effective on your joining date, i.e., on **12.12.2022**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to schedule an alternative date, this offer will be withdrawn without any further notice.

To confirm your acceptance of this offer, you are requested to communicate the acceptance of the offer and the joining date within 3 days from the date of this letter to **Mr. Chintamani Ramesh Bidi** Contact details **+91 80679-91125 / Chintamani.Bidi@in.bosch.com**.

The terms mentioned in this offer of appointment / appointment order supersedes all previous oral or written communication, representation, understandings, undertakings or agreement relating to the subject matter included herein.

Bosch Global Software Technologies Private Limited

Chintamani Ramesh Bidi
Manager
(Human Resources)

Anamika Paul
Deputy Manager
(Human Resources)

This offer letter contains

- A. Annexure I – Compensation details
- B. Annexure II - Rules and Regulations & Code of Conduct
- C. Enclosure A
 - 1) Mandatory documents for onboarding process
 - 2) Information for your reporting
 - 3) Medical certificates

Please sign and return the copy of this letter as a token of your acceptance of above terms and conditions at the time of your joining.

I agree and accept the above terms and conditions and confirm that I will join services on

Name

Signature

Date

Annexure I

Personal and Confidential		
November 22, 2022		
Compensation and Benefits Plan		
Name:	Mudigolam Chamdeep	
Qualification:	B.Tech	
Designation:	Senior Associate Consultant	
Level:	51	
Relevant Experience	5.03 Yrs	
Department	SX/BSV-ES	
Date of Joining:	12-Dec-22	
Location:	Bangalore	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	58333	700000
Buffet of Benefits (HRA, LTA, Telephone, SAF Contribution, etc)	84267	1011209
Gross Salary	142601	1711209
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	7000	84000
Gratuity (4.81% of Basic Salary)*	2806	33670
Total Retirals / Statutory Contribution	9806	117670
Variable Pay**		
Company Performance related Pay - CPrP at factor 1.0 company achievement		171121
Total Cost to Company	152407	2000000
National Pension System (NPS) Optional - Company Contribution		47600
In addition to the above, you will be eligible to claim the following Benefits. One-time Joining bonus:Rs.100,000 /-(Rs One Lakh). The above payment will be one-time benefit after your joining.In case you leave the company within 1 year of your service, you will be required to return the applicable amount in full. Tax aspects if any,will be applicable as per the Income Tax act.		

The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements.

This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

“This is a system-generated letter. No signature is required”