

# SmartDV Technologies India Private Limited

## ASIC Design And Verification Research Labs

To,

January-02-2017  
Bangalore

**Johnson A**

#145/39A 3rd street,  
Velayuthapuram,  
Kovilpatti,  
Tuticorin-628501(TN).

Dear **Johnson A**

I am pleased to offer you employment with SmartDV Technologies India Private Limited ("the Company") as **Verification Engineer Trainee** at our development office located in Bangalore, India on the following terms and conditions:

1. Your appointment will be effective from the date of your joining the Company.
2. This offer is valid only after you signing 4 Years Bond with SmartDV Technologies India Private Limited ("the Company")
3. Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your entire time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
4. Your position is subject to your commitment of service for 4 Years during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice.
5. Your appointment will continue unless terminated by company by one month written notice, once your completion of 4 Years of bond period Should you desire to resign from the Company you shall provide the company with a prior written notice of three months after your completion of such resignation or payment in lieu. thereof compensation equal to the consideration then payable to you for a period of three month. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.
6. Company will not provide relieving or experience letter until you serve the company for 4 Years as per your commitment.
7. Compensation:
  - a) Your compensation will be **INR 1,80,000/-** per year as CTC
8. You will be entitled to leave and other employee benefits as per the rules framed by the Company from time to time and the policies of the Company.

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#18, BDA Main Road, Nanjareddy Colony, Murugeshpalya, Bengaluru - 560 017, India.

Telephone : +91-80-41254572

Telefax : +91-80-41637284

Website : [www.smart-dv.com](http://www.smart-dv.com)



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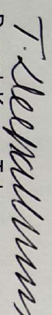
9. In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interested in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this Company, whether within or outside the Company's office premises or your normal working hours, will belong to the Company and, to the extend it does not or cannot so below to the Company, is hereby assigned by you in the Company's favor. Your further agree, that you will keep completely confidential all information pertaining to the Company, its directors, employees and clients and its and their respective business, activities, income, accounts etc. and shall not disclose the same to any person except those legitimately concerned with Company and who have a need to know the same for the business of the Company. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. You will also keep us informed if you are bound by any confidentiality agreements with any other of you previous employers, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements.

10. You will abide by rules and regulations of the Company, which are in force from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof.

11. In case any information furnished by you during the selection process if found to be incorrect or false, and / or it is found that you have suppressed any information in respect of your qualifications and past experience, the Company reserves the right to terminate your services at anytime without notice or compensation in lieu thereof.

We take great pleasure in welcoming you to SmartDV Technologies and we feel that your skills and experience will be a valuable asset to our technical team.

Sincerely,

  
Deepak Kumar Tala  
Managing Director  
SmartDV Technologies India Private Limited  
Bangalore

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