

To,
Rushikesh Deshmukh
Pune

Date: 30th March 2022

Sub: Job Offer

Dear Rushikesh

Based on our discussion, we are pleased to offer you a full time position with our organization. Your title will be that of **Software Engineer - Advanced**, located in **Pune** and you will report to **Ashutosh Kawathekar**.

Your annual base salary would be ₹ **3300000/- PA**. In addition to your salary there will be company's contribution for Provident Fund and Gratuity. (Cost to Company will be ₹ **3742365/- PA**)

You will be eligible for the "Long Service Employee Benefit" Program of **SIEMENS** Industry Software (India) Pvt. Ltd applicable as per company policy.

You and your family will be covered under a Group Medical Hospitalization Insurance Scheme. The Sum Insured per family is INR 750,000/-.

You will also be provided 24-hour accident coverage as per the Group Personal Accident policy. You will be covered for the sum insured of 3 times of the annual base salary.

You will be eligible for relocation benefits as per the Asia Pacific "Employee Relocation benefits Policy", subject to approval from hiring manager.

Background Verification-Your appointment is conditional upon satisfactory reference and background checks(education, employment history and other details furnished by you in your application). It is also contingent upon your ability to work for the company without restriction (e.g. non-compete obligations or other restrictive clauses with any previous employer). In case any information given by you is found false or incorrect at any point in time of your employment, the appointment will be deemed void ab initio and liable for termination without any notice or salary in lieu of any notice.

"Your employment with Siemens is conditioned on you agreeing to the Siemens Business Conduct Guideline along with other policies." Should you decide to accept Siemens Industry Software's offer of employment, please be advised that the Siemens Code of Business Conduct requires you to honor any agreements you have with your previous employers. Furthermore, by signing this Offer Letter you confirm that you will not bring to your employment with Siemens Industry Software any information considered confidential and/or trade secret information of another entity, including any prior employer, and that you will not use any such confidential and/or trade secret information of another entity for purposes of your employment with Siemens Industry Software. During your employment, subject to applicable local laws, Siemens Industry Software may take immediate disciplinary action (up to and including termination without notice or separation pay), if you are found to have violated the law or Siemens' policies, including those related to the use of confidential information or trade secrets as noted herein. In the event of any legal action taken or claim made by your previous employer(s) with respect to your employment with Siemens Industry Software, you alone (and not the Company) shall be liable and responsible for any costs or damages resulting from or related to the legal action or claim.

We would like you to join no later than, **30th June 2022**. The detailed appointment letter will be provided to you upon your joining.

We look forward to your favorable written response and ask you to sign and return to me one original letter indicating your acceptance of the above terms and conditions of the Job offer, preferably, by **1st April 2022**.

We are confident that you will have a long and mutually rewarding career with us. We look forward to your joining us soon.

The breakup of your annual base salary is as follows:

Component	Breakup
Basic Salary	1650000
Flexible Allowance	1650000
Base Salary	3300000
PF(Company's contribution)	198000
Gratuity	79365
Variable Pay	165000
Total CTC	3742365

Note: For the first month the salary will be processed as per the Annexure I. Post that you can opt for Flexi- Pay.

For Siemens Industry Software (India) Pvt. Ltd.

Lalita Potekar
Human Resource Specialist

Sridhar Subramaniam
Country Controller Senior

Declaration

I hereby accept the terms and conditions mentioned in this offer document.

Name:

Signature:

Date: