

**SAMSUNG DISPLAY NOIDA PVT. LTD.**

C.I.N. : U32301UP2019FTC118844  
G-14, Sector 3, Noida 201301 Uttar Pradesh, India  
Tel. : (01-712) #651053  
E-mail: jn55.ctol@samsung.com

SDN/HRD/Staff/2020

Date: 5-October-2020

**Subject- Letter of Intent**

Dear Mr. Satish Kumar Maddirala,

This is with reference to your application and the subsequent interviews you had with us. The Management is pleased to extend an offer in the services of Samsung Display Noida Pvt. Ltd. Manufacturing Unit, on the following terms and conditions:

Career Level	: CL-1
Title Band	: TB-3
Internal Designation	: Assistant Engineer III
External Designation	: Sr. Assistant Engineer
Department	: CP/DLB/LAMI
Date of Joining	: On or before 8:30 AM on 1st-December-2020
Place of Joining	: SDN Office, Gate 3, Sector 81, Phase -II, Noida

Detail of monthly gross salary is as under:-

Basic	14,022 INR
House Rent Allowance	7,011 INR
Conveyance	1,962 INR
Fixed Bonus	1,168 INR
Special Allowance	2,103 INR
Medical	1,250 INR



In addition, you would also be entitled to the following:-

Provident Fund	@ 12% of Basic Salary Employer share towards PF
Leave Travel Assistance	30 days of basic salary per annum
Gratuity (As per the fulfillment of eligibility criteria and provisions of the Payment of Gratuity Act, 1972)	15 days' pay (Basic Salary) for every completed year of service
Hospitalization Insurance	Self + Spouse + Dependents(Parents/Children) as per eligibility
Personal Accident Insurance	Self as per eligibility

※Performance Incentive (Half Yearly) /Festival (Deepawali) Bonus will be disbursed as per company policy.

The following deductions shall be made from your monthly salary

Provident Fund	@ 12% of Basic Salary Employee share towards PF
Leave entitlements / Weekly Off	- As per eligibility: • 7 days casual leaves (pro-rata basis) • 5 days sick leaves (pro-rata basis) • 25 privileged leaves (on pro-rata basis) - Entitlement of festival , other holidays, Sunday & Saturday off shall be as per Company rules
Working Hours	General Shift - 8:30 AM to 5:30 PM; Other shifts as per plant work schedule
Meal/Snacks Timings	30 minutes meal/snacks break as per shift



You are requested to bring the following documents in original and a photocopy at the time of your joining which would be verified:

1. Five passport size photographs in formals with white background
2. All Education Certificates and Mark sheets (High School Onwards & Final Year)
3. Relieving and Salary Certificate from the previous employer
4. All previous Experience Certificates
5. 2 Copies of PAN Card
6. Copy of Form 16 for the last assessment year
7. 2 Copies of Residential Address proof

You would be placed on a probation period of six months as per the company policy from your date of joining the organization.

This is a provisional letter of appointment and subject to Medical Fitness Certificate and positive antecedent verification. The final letter on the above terms will be issued within 7 days from your joining and satisfactory completion of all joining formalities/documentation.

The Management reserves the right to withdraw the said offer in case any information provided by you in the Employment Form is found misleading or misconceived and/or if any of the above conditions are not fulfilled by you at the time of joining and/or if the antecedent verification is not positive.

Please sign the duplicate copy as a token of receipt and acceptance.

Looking forward to welcoming you and seeing yourself as a team member of Samsung Display Noida Pvt. Ltd.

For Samsung Display Noida Pvt. Ltd.

*Sakshi*  
Authorized Signatory

Place: Noida  
Date: 5-October-2020



Acceptance

*Sachin Kumar*  
Signature

Note: The Management ensures enforcement of the principles of employment/training facility in its establishment as attached in the Annexure with this Letter of Intent.

**PRINCIPLES OF EMPLOYMENT/TRAINING FACILITY**

**I. Freely Chosen Employment:** Samsung Display Noida Pvt. Ltd. Does not use or permit any form of forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, sex trafficking, slavery or trafficking of people in any stage of its manufacturing.

**II. Prohibition of Fees:** Charging fees from candidates at the time of hiring is unacceptable.

**III. Retention of Original Documents:** New joiners/trainees will not be required to surrender any government-issued identification, passports, or work permits as a condition of employment/training facility. We shall not conceal, destroy or confiscate the identity documents, unless it is necessitated by any law.

**IV. Freedom of movement:** Employees/trainees shall have no unreasonable restrictions or freedom of movement in the company especially in areas like toilets, drinking water facility, external medical facility and exit/entry. Company fosters a positive work environment providing for equal employment/training facility opportunity in accordance with all applicable laws, directives and regulations.

**V. Notice Period:** In case of an employee/trainee leaving the services/training of the company he/she must give prior notice or salary in lieu of notice, before he/she leaves the company as per the terms mentioned in the appointment/facility training letter. In case of termination the company is bound by the same rule of notice.

**VI. Young Workers:** We do not avail the services of the individuals who are prohibited by law. No Child ("Child" would refer to person below the age of 18 years) is engaged in any activity during the manufacturing process or otherwise.

**VII. Young Worker Input on Hazardous Processes:** We use legitimate, voluntary workplace apprenticeship programs, such as student internships, as long as they comply with all laws and regulations. Such interns are not engaged to perform the work that would jeopardize the health, safety or their well-being.

**VIII. Wages and Benefits:** Employees/trainees engaged by the Samsung Display Noida Pvt. Ltd. are paid wages/stipend, overtime and other benefits as mandated by the local laws. We do not permit deductions from wages/stipend as a disciplinary measure. A proper pay slip or similar document is provided to each employee. Salary payment shall not be delayed for more than two days from pay day. Income tax deductions are levied in accordance with the prevailing laws of the country.

**IX. Just and Humane Treatment:** No employee/trainee is subjected to any harsh or inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers, including the threat of any such treatment.

**X. Non Discrimination across all Processes:** We shall cooperate and comply with the Company's commitment to a workforce free of unlawful discrimination by providing equal opportunity to individuals who are qualified to perform the work devoid of any discrimination on account of race, religion, caste, gender, creed, nationality or any category that is protected by law. No existing or prospective employee/trainee shall be subjected to such medical tests as may be used for discrimination.



**Disclaimer :**

The Letter of Intent/Appointment/Training Facility is being given based on the existing policies and provisions; however, management reserves its right to make suitable changes depending upon the business environment from time to time. Changes would be appropriately notified as and when required.

In case of any dispute regarding the terms and conditions of Letter of Intent/Appointment/Training Facility the English Version shall be considered for any legal interpretation.

**For Samsung Display Noida Pvt. Ltd.**

*Satish Kumar*  
Authorized Signatory

Place: Noida

Date: 5-October-2020



Acceptance

*Satish Kumar*  
Signature

Name - Satish Kumar Maddirala  
Career Level - CL 1  
Title band - TB 3  
Department - CP/OLB/LAMI

**Detail of CTC:**

	Salary Components	Monthly	Annual
<b>Basic Salary</b>	Basic	14022	168261
<b>Allowances</b>	House Rent Allowance	7011	84131
	Conveyance	1962	23546
	Fixed Bonus	1168	14022
	Special Allowance	2103	25239
	Medical	1250	15000
<b>Benefits</b>	LTA	1168	14022
<b>Retirals</b>	Employer's Provident Fund	1800	21600
	Gratuity	674	8093
	ESIC	0	0
<b>Variable Pay*</b>	Festival Bonus		28044
	<b>Total</b>	<b>31159</b>	<b>401957</b>

In addition to this, you will also be eligible for Performance Incentive which can range from 0~300% of your monthly basic salary depending on Plant Performance

\* Variable Pay : As per company policy, may vary