

(Please treat this offer as strictly CONFIDENTIAL)

STL/HR/2021-22

31st March 2022

College: Sathyabama Institute of Science & Technology

Dear VELUGUBANTI. NARENDRA,

**Sub: Selection Letter**

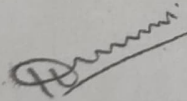
We are extremely pleased to offer you the position of **Graduate Engineer Trainee, M7 grade**, with Sterlite Technologies Limited ("STL") as per the terms and conditions mentioned in this letter and in the attached Annexures.

1. Your appointment as an employee of the Company will be effective on the date as informed by the company on or before your date of joining, i.e. mutually agreed date. The Company reserves the right to determine the date of joining
2. Your location to operate shall be informed to you on or before your date of joining. The Company may, however, pursuant to giving you reasonable notice, transfer or assign your service to any place of business of the Company that may be presently operating, or which may subsequently be acquired or established, in any part of the world
3. Your salary, compensation, perquisites payable on monthly or annual basis (as applicable) and other benefits is detailed in Annexure 1 attached as "Compensation Details"
4. Your offer of employment will be subject to successful completion of your graduation degree with minimum 60% aggregate score
5. Your appointment is contingent upon satisfactory background checks including verification of your application documents and academic records

Appointment letter with all terms & conditions will be shared separately with you on or before your date of joining.

We extend a very warm welcome into the STL family and look forward to a long and mutually rewarding association.

For Sterlite Technologies Limited



Kamal Dunani  
Global Head - Talent Acquisition

**Acceptance & Declaration**

I have read and understood all the above terms of employment contained in the Pre-Placement Offer, including the attached Annexures 1, and sought clarification wherever required. I hereby give my acceptance to the same, and agree to keep the same confidential.

I am aware that Company is free to change the Terms of Employment from time to time, as per organizational policy.

Name: VELUGUBANTI NARENDRA

Date: 02/04/2022

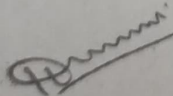
Signature: V. Narendra

# Annexure 1

Name: VELUGUBANTI. NARENDRA		
Grade: M7		
Compensation Details		CTC (INR)
Monthly Payments:	Per Month	Per Annum
Basic Pay	32,667	3,92,002
House Rent Allowance	16,333	1,96,001
Flexible Allowance	10,843	1,30,114
Statutory Bonus	-	-
A. Total Fixed Gross	59,843	7,18,117
B. Employer PF contribution	3,920	47,040
C. FIXED TOTAL ANNUAL EARNING (A+B)		7,65,157
D. **Sterlite Management Incentive Scheme (SMIS)		-
E. Insurance Premium		15,996
F. Gratuity Provision		18,847
G. Total CTC (C+D+E+F)		8,00,000
Total CTC	8.00 Lacs	
* Flexible Allowance		
Component	Eligibility	
National Pension Scheme (PRAN mandatory)	Up to 10% of Basic	
Food Voucher	up to 26400/- PA	
Telephone Reimbursement	up to 18000/- PA	
Books and Periodicals	up to 18000/- PA	
Uniform Allowance (for Plant Locations)	up to 18000/- PA	
Car Allowance (M2 & above Grade)	As per Car policy	
Furniture Allowance (M2 & above Grade)	As per Furniture policy	
Leave Travel Allowance	up to 1 month Basic	
Vehicle Reimbursement (Minimum 21600/- or 28800 PA petrol + 10800/-PA driver subject to Cubic Capacity)	up to 39600/- PA	

**Note:**

1. Gratuity is payable as per applicable Act.
2. The Employer shall deduct statutory contributions, central and state taxes on income from employee's compensation. The opinion of Company in terms of deductions will be final.
3. \*\*\*Sterlite Management Incentive Scheme (SMIS)/ Sales Incentive Scheme (SIS) shall be payable as per Sterlite's applicable policy.
4. Insurance Benefits cover Medclaim, Term Life and Personal Accident coverage
5. Compensation & Benefit policies, as applicable, are subject to change with time.
6. \*You will be able to structure your compensation as per company's Flexible Allowance. Refer Flexible Allowance Section in this Annexure for details.
7. Uniform Allowance is applicable for employees based at Plant locations only. It may be claimed under Flexible Allowance.
8. "PRAN" is mandatory while opting NPS corporate scheme.
9. After opting the flexible allowance, the balancing figure will add as Special Allowance in payslip.



Authorized Signatory

V. Narendar