

HARMAN INTERNATIONAL (INDIA) PRIVATE LIMITED

Prestige Technology Park
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Marathahalli Ring Road,
Bangalore – 560103, Karnataka, India
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23-Dec-19,

Mr. RAJA RATHINAM ANTHONISAMY,
8/825, Chinnasalem Road,
Melnariyappanur,
Villupuram-606201.

Dear Raja,

We are pleased to offer you an opportunity to join us as an employee of Harman International (India) Private Limited ("Harman India" or the "Company") located at our Bangalore office.

Your designation will be **Sr.Engineer II, SW. You will be in Grade 11b.**

Compensation: Your Annual Total Pay will be **INR 22,00,000.** Your remuneration package includes your Basic Salary and various Allowances as per the Company compensation guidelines. **IVP :** Above package includes an India Variable Pay (IVP) with a target bonus opportunity equal to 5 % of your fixed CTC and a maximum of 7.5%. You will be eligible to participate in this IVP program in **CY20 – Jan to Dec** (on a pro-rata basis based on your actual date of joining). This IVP program is based upon Harman's achievement of its business plan, as well as your achievement of personal performance goals. A summary breakup of the compensation in your remuneration package has been provided in the Annexure. Your compensation will be subject to deduction of tax at source as per statutory regulations.

Date of reporting: Your date of joining Harman India will be **16-Jan-2020.** In the event of your failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company. In case you need to extend your joining date please communicate the same to us. You are required to report to the Human Resource Department to complete your joining formalities. Please note that the terms of this offer (including the terms contained in the Annexures hereto) are strictly confidential between you and the Company.

Hours of Work: The Company observes a 5-workdays/week with working hours between: 9.00am to 6.00pm. There will be a 45-minute lunch break. The Company reserves the right, if it reasonably requires, increasing, reducing and/or otherwise varying or altering your hours or times of work. We have a Flex-time policy, where, depending on job requirements and special circumstances, there may be need for flexibility in timing.

Termination: Your employment with the Company is at will and HARMAN India is not hereby offering you a lifetime employment or employment for a fixed or implied period. The above nature of your employment relationship cannot be changed except in a written document signed by both parties.

The employment may be terminated either by you or, by the Company, as under:

- (a) You may terminate your employment by giving a 90-day notice period or salary in lieu thereof. The Company has the right to accept / decline the offer of salary in lieu of the period of notice. You will find more details on the separation procedure/ process on the HR Policy section of the Intranet; and
- (b) The Company may terminate your employment, by giving a 90-day notice period or pay in lieu of the period of notice.



Except as otherwise set forth above, upon termination of your employment, HARMAN will have no further obligations to you under this offer letter or any other document executed between you and HARMAN India. All staff benefits shall cease after the last day of service. Any monies due and owing under any staff loan scheme, or otherwise payable by you to the Company must be settled before the last day of service. The Company reserves the right to recover any outstanding sums from the balance of money payable to you.

Medical Insurance: The Company will provide market competitive medical insurance for you and your family as per our Company policy. You will receive additional information regarding medical insurance upon your first day at work for Harman India.

Background and Medical Screening: Please note that this offer letter is merely an expression of intent to offer you employment with the Company. Your acceptance of this offer and subsequent employment at Harman India will be conditional upon Harman's receipt of a satisfactory background screen report which will be completed prior to your formal induction into the Company. By countersigning this letter you hereby expressly consent to all such background screen checks that may be carried out in relation to you by the Company. In addition, you may also be required to submit to a drug screen. Refusal to submit to the drug screen, or positive test results for drugs, can result in the conditional offer of employment being withdrawn. Your employment is subject to your being medically fit as confirmed by a medical practitioner as designated by the Company.

Confidentiality and Intellectual Property of other employer(s): Upon your first day at work, you will be expected to sign the Company's standard form of Invention and Secrecy Agreement. You also hereby undertake that you have duly, or will duly within 7 days of accepting this Offer, disclosed to the Company in writing any and all agreements relating to your prior employment that may affect your eligibility to be employed by the Company or limit the manner in which you may be employed. The Company understands that any such agreements will not prevent you from performing the duties of your position and you represent that such is the case. Further, you agree not to bring any third party confidential information to the Company, including that of your former employer(s), and that in performing your duties for the Company you will not in any way utilize any such information, other than in the manner that may be directed by the Company while releasing such information. If any declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully suppressed or concealed any material information, in such cases, you will be liable to be removed from the employment of the Company without any prior notice.

All employees are expected to maintain the highest level of ethical conduct and are required to sign our Code of Ethics acknowledgment certificate.

This Offer is valid for 2 calendar days as of the date of this letter. Please let us know if you accept this Offer by **26-Dec-2019**, by signing this letter in the space provided below and returning the signed copy of this letter. If we do not receive your letter of acceptance by the aforementioned date, the offer will lapse.

You shall receive a Letter of Appointment which will detail all the components of your total cost to company (CTC) and the various benefits as per your entitlement upon your first day at work for Harman India. You shall also receive a Company Employee Handbook which will detail the Company's policies.

We welcome you to our organization, and look forward to having a mutually beneficial association.

Thanking you,

A handwritten signature in blue ink, appearing to read "Sunil Joice", is written over a horizontal line.

Sunil Joice
Harman International (India) Pvt. Ltd.
Director, India Talent Acquisition

Annexure

Compensation Breakup- RAJA RATHINAM ANTHONISAMY

Compensation components		INR (Per Month)	INR (Per Annum)	Rationale
Basic	Basic Pay	69841	838095	40% of Total Fixed Pay
Allowances	House Rent Allowance	27937	335238	40% of Basic Pay
	Special Allowance	65085	781021	Balance of Salary
Retirals	Provident Fund	8381	100571	12% of Basic. (Employer's contribution)
	Gratuity	3359	40312	4.81% of Basic
Fixed Pay		174603	2095238	
	IVP @ 5% of Fixed Pay at 100% target achievement		104762	
Total Pay			2200000	



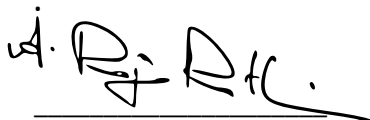
Please note that your compensation is confidential and should not be discussed with anyone except your Human Resources Head /Manager of Harman International (India) Pvt Ltd.

You will be covered by the Payment of Gratuity Act, 1972.

Please refer to the value proposition annexure for details on various benefits offerings in addition to your compensation offered above.

Acceptance of Offer

I, **RAJA RATHINAM ANTHONISAMY** hereby confirm acceptance of the above-mentioned offer of employment on the terms and conditions as specified above. I shall join services on **16-Jan-2020**.



Signature

24-Dec-2019

Date