

Smiths Detection Systems Private Limited  
(formerly known as Smiths Detection Veecon  
Systems Pvt. Ltd.)

Unit No. 412, 4<sup>th</sup> Floor, Time Tower  
M.G. Road, Gurgaon-122002 (Haryana)

T : +91 124 4702670

F : +91-124-4286609

[www.smithsdetection.com](http://www.smithsdetection.com)

email: [sales.india@smithsdetection.com](mailto:sales.india@smithsdetection.com)

05-March-2020

**Ravikiran N**

93 1st Floor, 5th cross, Balaji nagar, BSK 3rd stage  
Bangalore- 560085

Dear Ravikiran,

**OFFER FOR THE POSITION OF "SENIOR SOFTWARE DEVELOPER"**

With reference to your application and further interview we had with you, we are pleased to offer you the position of "Senior Software Developer" on the following terms and conditions:

<b>Reporting to</b>	<b>: Global Director, Digital &amp; Architecture</b>
<b>Total Yearly Salary</b>	<b>: INR 2,750,004</b>
<b>Expected date of joining</b>	<b>: 08-April-2020</b>
<b>Location</b>	<b>: Bangalore</b>

Detailed appointment letter will be issued to you on the date of joining. The draft copy of the appointment letter and Employment Contract is attached along with this letter for your reference. Once you have joined the company, you need to sign the same as acceptance of the terms and conditions of the Appointment and Employment Contract.

This offer is subject to your declaration and disclosure that you do not have any specific restrictive obligation with your present employer.

Please bring along the below listed documents on your day of joining.

- a) Passport copy (If no, please apply now)/ any other Address proof copy.
- b) PAN card copy
- c) Academic Certificates from SSLC onwards, originals for verification
- d) Relieving letter from previous employer (Original for verification)
- e) Proof of compensation (3 month's pay slip / salary increment letter copy)
- f) Service Certificates from your previous employers.
- g) Two passport size photographs (Recent)

Kindly send us the acceptance of the same by signing the duplicate copy within 7 days of receiving this offer, failing which the offer will stand withdrawn.

We are looking forward to a long and mutually beneficial career to you with us.

for **Smiths Detection Systems Private Limited**



Sujata yadav (Mar 5, 2020)

**Sujata Yadav**  
**HR Manager**

**Declaration by the Candidate**

I Ravikiran N read and accepted the offer. I will be joining on 08 April 2020.

Ravikiran N

Ravikiran N  
Ravikiran N (Mar 6, 2020)

06 March 2019

Candidate Name

Signature

Date

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**ANNEXURE 1:**

**NAME OF THE CANDIDATE : RAVIKIRAN N**

**JOB TITLE : SENIOR SOFTWARE DEVELOPER**

COMPENSATION STRUCTURE	INR (per month)
BASIC SALARY	103,125
HRA	51,563
FLEXIBLE ALLOWANCE (AS PER FLEXIBLE BENEFIT PLAN)	62,104
EMPLOYER CONTRIBUTION TOWARDS PROVIDENT FUND	12,375
TOTAL COMPENSATION PER MONTH	229,167
TOTAL COMPENSATION PER ANNUM	2,750,004

Note:

1. In addition to the above, the employee will be eligible for "staff bonus" capped at 10% of total compensation which is a potential to earn extra on top of the total compensation

No payment will be made under any scheme if, on the payment date you have given, or have been given, notice of termination of employment or are no longer employed by the company.

2. The gratuity payable is as per the Payment of Gratuity Act. An employee will be eligible for gratuity only on completion of 5 years of continuous employment with the company. This will be paid as per the ceiling applicable under the said Act.
3. Taxes will be deducted as applicable.
4. Compensation details shall be kept confidential and shall not be disclosed or discussed except HR or HOD

for **Smiths Detection Systems Private Limited**

  
Sujata yadav (Mar 5, 2020)

**Sujata Yadav**  
**HR Manager**