

Sunil Kumar

NIT Mizoram

Subject: Offer of Employment

Dear Sunil Kumar

Congratulations!

This is with reference to your application and the subsequent interviews you had with us.

We are pleased to inform you that you have been selected for the below mentioned post and being extended this offer for service with Samsung India Electronics Pvt. Ltd (the "Company"), currently based at its Mobile Research & Development unit in Noida.

With reference to the same, mentioned below are the details of your joining the Company:

- | | |
|---|--|
| 1. Global Title : | Engineer I |
| 2. Business Title : | Engineer |
| 3. Date of Joining : | 25th June 2018 |
| 4. Joining Location & Current Location of Posting : | Samsung R&D Institute India - Noida,
Logix Cyber Park, C 28-29, Tower-D,
Sector-62, Noida-201301 |

Remuneration:

Your compensation details are as mentioned in **ANNEXURE I (Part (A))**. All payments shall be subject to tax deduction in accordance with Income tax laws and regulations, prevailing from time to time. Your next salary review based on your performance and as per the Company policy shall be with effect from 1st March 2019. You are strictly advised not to share the compensation information offered to you with anyone, including employees of the Company. However, you can contact Company's Human Resource Department for any clarification, incase required. Please do note that the Company considers unauthorized disclosure/ sharing of offered salary details as a serious breach of code of conduct & confidentiality and a serious indiscipline. Hence if you are found sharing such information with an unauthorized person or authority or employee of the Company, other than an authorized Human Resource person, appropriate action shall be initiated against you.

Probation Period and Confirmation as a Permanent Employee:

You would be placed on a probation period of three months as per the Company policy from your date of joining the organization which can be extended at the sole discretion of the Company. You will be deemed to be on probation until you are issued a letter of confirmation in writing duly signed by authorized signatory of the Company or an e- mail communication with regard to your confirmation from the Human Resource Department of the Company.

Termination of Employment

During your probation period and at any time before your confirmation by Company in writing or through e-mail, termination of services may be effected by either side tendering one month's advance written notice or payment of one month's basic salary in lieu of notice and without assigning any reason. Subsequent to your confirmation, termination of services may be effected by either you or the Company

by tendering two month's advance written notice or payment of two month's basic salary (as per management discretion) in lieu of notice.

Transfer:

While this offer is being made for Mobile Research & Development Centre of the Company located at Logix Cyber Park, C 28-29, Tower-D, Sector-62, Noida-201301, Uttar Pradesh, your services may be utilized in any of the offices or branches of the Company or in any department of the Company or in any of the associated companies as may be required from time to time. Your services can be transferred from one job to another, one department to another or from one branch to another whether situated in the same city or outside (in India or abroad), whether in existence at the time of your appointment or set at a later date at the sole discretion of the Company without detriment to your status and emoluments and without any extra allowance/pay, unless agreed by the Company in writing.

False / Misleading Information and Background Verification / Reference Check

The Company reserves the right to withdraw the said offer in case any information or document provided by you in your employment application form or resume is found to be false, misleading or misconceived and or if any of the conditions mentioned in this offer letter are not fulfilled by you at the time of joining or if your reference check / background verification is not positive. The Company and/or any of its subsidiaries or affiliates and any external persons or organizations or agencies acting on its behalf are authorized to verify the information and documents provided by you and to procure an investigative report or consumer report for that purpose. If, at any time, upon investigations, any of the information provided or representation made by you is found to be incomplete, inaccurate, untrue or false or if facts comes to our notice which have been either concealed or suppressed by you, the Company reserves the right to dispense with your services without giving any notice or compensation in lieu thereof.

Submission of Documents

You are required to submit the documents listed in **Annexure 1 (Part B)** at the time of joining.

This offer shall be valid only upto the said date of joining, unless your joining date is extended by the Company in writing.

Please sign and send us the scanned copy of this offer letter as a token of acceptance.

We welcome you to the Samsung family and wish you a rewarding career over the years to come.

For Samsung India Electronics Pvt. Ltd.



Amulya Sah
Sr. Director - Human Resource

ANNEXURE I

A. Compensation Details

<i>Sunil Kumar</i>			
	Salary Components	INR Monthly	INR Annual
Basic Salary	Basic	25372	304460
Allowances	HRA	12686	152230
	Conveyance	1600	19200
	Special Allowance	16142	193700
	Medical Allowance	1250	15000
Benefit	LTA	2114	25372
Retirals	Provident Fund	3045	36535
	Gratuity	1220	14645
	TOTAL SALARY	63429	761142
*Bonus	Festival Bonus (Oct-Nov)	200% of Basic	50744
	Performance Bonus (Jan & July - 100-200% of Basic based on Company performance)	300% of Basic	76116
	TOTAL COST PA		888002
Other Benefits	Group Mediclaim - (family floater)		2,50,000
	Group Accident Insurance for Employee		3,00,000
*Bonus Figures are based on previous year payment, which could vary as per the performance of the Company and as decided by the Management. Payment shall be given on prorated basis.			
All Payments shall be subject to tax in accordance with Income tax laws and regulations, prevailing from time to time.			

Note:

1. Please inform us whether you have any family member working in our organization.
2. Only the employees who are on active payroll of the company are eligible for bonus.

B. List of documents to be submitted

You are required to essentially submit the following at the time of joining:

- Three passport size photographs in formals with blue or white background.
- Education certificates (High School Onwards) - (Degree Certificates and Final year Mark- Sheets Mandatory)
 - Xerox Copies with self-attest are required to be submitted, while all Original Documents should be provided for the verification purpose.
 - Certificates should include all year mark sheets and the degree from 10th onwards.
 - In case final year mark sheet/ degree is awaited from Institution/University, kindly submit the Provisional Degree Certificate/ Fill a self-declaration form stating the expected date of submission of that respective document.
- Copy of Birth Certificate/ Copy of Proof of Age (Xth Certificate)
- Copy of PAN Card
- Copy of Aadhar (UID) Card
- Copy of Passport
- Copy of Current Residence cum ID Proof (Only Following documents will be considered as Proof of Address and ID):
 - Voter ID Card
 - Driving License
 - Ration Card

Documents required to be submitted by candidates who hold prior experience in other companies

(Please submit these documents over and above the above mentioned documents):

- Salary Slip of last 3 Months
- All previous employment, relieving and experience certificates.
- Copy of Form 16 for last assessment year.
- Copy of Appointment Letter from the Current Employer.
- Copy of Last Increment Letter from the Current Employer.

NOTE: The final appointment letter shall be issued only upon your joining duties and satisfactory completion of all joining formalities/documentation.

For Samsung India Electronics Pvt. Ltd.



Amulya Sah

Sr. Director - Human Resource