



Yu Jinyang &lt;yujinyang1998@gmail.com&gt;

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## Offer as Developer Associate

10 messages

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**Soon, Catherine** <catherine.soon@sap.com>  
To: "yujinyang1998@gmail.com" <yujinyang1998@gmail.com>

30 October 2024 at 17:37

Hi Jinyang,

As per our conversation, we are pleased to offer you the position as Developer Associate (this is what will appear on your employment contract).

Start date: 6<sup>th</sup> January 2025

The package as below:

TTC: SGD 87,000 (inclusive of employee's CPF, if any)

Paymix: 95-5

Variable bonus (5%): SGD 4,350 (inclusive of employee's CPF, if any)

Fixed annual salary (95%): SGD 82,650 (inclusive of employee's CPF, if any)

Monthly salary: SGD 6,887.50/month (inclusive of employee's CPF, if any)

Benefits: As attached

Kindly let me know your acceptance of offer with your DOB, full residential address, nationality (just to be sure!) not later than **12pm, 1 November 2024 (Friday)**.

In addition, due to system limitations, I will need you to resubmit your application via this [link](#) in the event should you accept offer.

**Please bear in mind that salary is confidential and should not be divulged.**

Meantime, have a good week ahead!

Catherine Soon

Senior Tech Career Talent Discovery Partner APJ, Talent Discovery

SAP Asia Pte Ltd



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**Benefits Info - SG.pdf**  
342K

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**Yu Jinyang** <yujinyang1998@gmail.com>  
To: "Soon, Catherine" <catherine.soon@sap.com>

30 October 2024 at 17:46

Hi Catherine

One thing before I sign, I would like to clarify the part about being inclusive of cpf, what exactly does this mean?  
Thank you.

Best regards  
Jinyang  
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**2 attachments**



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**Soon, Catherine** <catherine.soon@sap.com>  
To: Yu Jinyang <yujinyang1998@gmail.com>

30 October 2024 at 17:56

Hi Jinyang,

The salary offered is gross salary. You need to deduct your employee's CPF portion for take-home salary.

Regards,

Catherine Soon



**From:** Yu Jinyang <yujinyang1998@gmail.com>  
**Sent:** Wednesday, October 30, 2024 5:47 PM  
**To:** Soon, Catherine <catherine.soon@sap.com>  
**Subject:** Re: Offer as Developer Associate

You don't often get email from [yujinyang1998@gmail.com](mailto:yujinyang1998@gmail.com). [Learn why this is important](#)

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**Yu Jinyang** <yujinyang1998@gmail.com>  
To: "Soon, Catherine" <catherine.soon@sap.com>

30 October 2024 at 18:07

Hi Catherine

So this does not include employers cpf contributions right? Thank you.

Best regards  
Jinyang  
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**2 attachments**



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**Soon, Catherine** <catherine.soon@sap.com>  
To: Yu Jinyang <yujinyang1998@gmail.com>

30 October 2024 at 18:10

Hi Jinyang,

Employer's CPF is paid by employers. That's also why I specifically mentioned "inclusive of **employee's** CPF, if any"

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**Yu Jinyang** <yujinyang1998@gmail.com>  
To: "Soon, Catherine" <catherine.soon@sap.com>

30 October 2024 at 18:20

Hi Catherine

Thank you so much for clearing it up for me. Have a nice day!

Best regards  
Jinyang  
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**2 attachments**



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**Yu Jinyang** <yujinyang1998@gmail.com>  
To: "Soon, Catherine" <catherine.soon@sap.com>

30 October 2024 at 20:22

Hi Catherine,

I would like to accept the offer.  
DOB: 01 Jun 1998  
Full residential address: Blk 612 Ang Mo Kio Ave 4 #02-1129 Singapore 560612  
Nationality: Singapore  
I have applied with the link as well. Thank you!

Best regards  
Jinyang  
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**Yu Jinyang** <yujinyang1998@gmail.com>  
To: "Soon, Catherine" <catherine.soon@sap.com>

4 November 2024 at 08:46

Hi Catherine,

Have not heard back from you. I wonder if you have received my email saying I will accept the offer. Hope to hear from you soon. Thank you.

Best regards  
Jinyang  
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**Soon, Catherine** <catherine.soon@sap.com>  
To: Yu Jinyang <yujinyang1998@gmail.com>

4 November 2024 at 09:34

Hi Jinyang,

Apologies for late reply as I was on leave last week.

I had received the acceptance of offer and will proceed to work on your offer.

You should receive the employment letter by early next week.

Thank you and regards,  
Catherine

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**From:** Yu Jinyang <yujinyang1998@gmail.com>

**Sent:** Monday, November 4, 2024 8:46:04 AM

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**Yu Jinyang** <yujinyang1998@gmail.com>  
To: "Soon, Catherine" <catherine.soon@sap.com>

4 November 2024 at 10:00

Hi Catherine

I see, thank you so much!

Best regards  
Jinyang  
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