

Ref: NEPL/HR/LO/2024/21

Date: 11-Nov-2024

A Edwin John
2/256, Kamaraj Street,
M.A Nagar, Redhills,
Chennai - 600052.

Dear **John**,

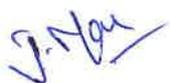
Sub: Employment Offer Letter

This has reference to your application and subsequent interview you had with us, we are pleased to offer you employment in the position of **“Manager – Human Resources”** at NeoLync Electronics Pvt. Ltd (“Company”) and your annual CTC will be **Rs. 21,50,000/- (Rs Twenty One Lakhs Fifty Thousand Only)**. In addition, you will be paid a one-time joining bonus of **Rs.1,00,000/- (Rs One Lakhs Only)**, which is subject to claw-back upon resigning from the services of the company within 12 months from the date of pay out.

Your compensation package (Annexure A) is as agreed mutually upon and the detailed employment agreement with terms and conditions of employment will be issued at the time of joining, and you agree to sign and execute such employment agreement as a precondition to the commencement of your employment and further agree that your continued employment will be subject to you abiding by the terms of the same. You also hereby agree to abide by all prevailing Company policies, practices and procedures, as may be amended by the Company from time to time.

Your initial place of work will be Sricity. However, you may be required to undertake work-related travel, or be transferred, on a temporary or permanent basis, within or outside India, as per the business requirements of the Company. Please bring the following documents at the time of you joining with us.

- Three passport size photographs
- Educational certificates (High School onwards)
- Relieving letter from your previous employer
- Experience Certificate (First employment onwards)
- Copy of PAN card
- Employment Form duly filled





This offer of employment is subject to the successful completion of your background check. In this regard, you expressly consent to the Company (or any person appointed by the Company) conducting background and related checks/tests prior to or after your expected joining date and the Company (or any person appointed by the Company) collecting, holding or sharing such information, including to validate the details provided by you, relating to your identity, address, education details, past employment/references/qualifications, directorship information, credit information, civil/criminal records, health/medical/drug testing and verification of health/medical/drug records. In order to conduct the background check, you are required to furnish, apart the documents/information mentioned above, any other documents or information that the Company may seek in this regard. By accepting this offer, you consent to the above and agree to provide the necessary information/documents.

If any information provided by you is found to be false or incorrect, the Company reserves the right to take any appropriate action against you, including, but not limited to termination of your employment.

Kindly sign and return a copy of this letter within 10 days, failing which the offer shall stand cancelled. We warmly welcome you to our organization and look forward to a long association to grow together.

Yours truly,
For **NEOLYNC ELECTRONICS PRIVATE LIMITED**

A handwritten signature in blue ink, appearing to read 'J Mallikarjun'.

Josyula Mallikarjun
General Manager - HR

I have gone through the letter of offer, a copy of which I hereby acknowledge receipt, and I agree to abide by the terms of the same. I shall join my duty on 11-Dec-2024.

Signature of **A Edwin John**

Date: 11-Nov-2024

Annexure

Name : A Edwin John
Designation : Manager
Department : Human Resources

Particulars	Monthly (INR)	Annual (INR)
Basic	56,438	6,77,250
HRA	28,219	3,38,625
Special Allowance	72,594	8,71,125
Meals	2,200	26,400
Telephone & Internet Reimbursement	-	-
Professional Pursuit Reimbursement	-	-
Education Allowance	-	-
LTA	-	-
Gross Salary	1,59,450	19,13,400
PF Employer Contribution	1,800	21,600
Target Bonus	17,917	2,15,000
Joining Bonus (One Time)	-	1,00,000
Total Cost to Company		22,50,000

(*Optional FBP Allowance)

1. EPF deduction will be made as per The EPF Act
2. Income Tax deduction will be made as per The Income Tax Act
3. Gratuity Will be paid as per The Gratuity Act
4. You will be covered by a Company Group Mediclaim Policy.
5. As per the Flexible Benefit Plan Policy "FBP", It can be claimed as wholly as special allowance or partially special allowance and partially as benefit or wholly as benefits. In any case the total cost to the Company on account of the flexible benefits plan will be what is indicated above.

Yours truly
For **NEOLYNC ELECTRONICS PRIVATE LIMITED**



Josyula Mallikarjun
General Manager - HR

Signature of A Edwin John