



Dear **Naman Tiwari**,

We are pleased to extend to you a conditional offer of employment as **Center Manager**. Welcome to the Mobitech Creations Private Limited ("Mobitech Creations Private Limited" or the "Company" or "Oneplus"). The details of this position are outlined below.

1. **Position**

Team: Customer Support

Direct Manager: Regional Service Manager

Location: Indore, India

Note: Your position and/or home office are/is subject to Company's business needs. Any changes would be discussed and agreed by both parties.

2. **Starting date**

Your start date must be on or before **01/02/2021**. Any changes to the job offer must be mutually agreed by you and the Company upon the Company releasing the Offer of Employment.

3. **Compensation**

Salary


Your fixed annual remuneration will be **Rs. 3,50,000**

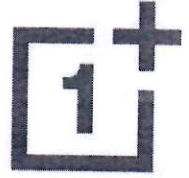
Salary Break-up
Personal & Confidential

Earning Heads	Per Month (INR)	Per Year (INR)
Basic	14,583	1,75,000
House Rent Allowance (HRA)	5,833	70,000
Leave Travel Allowance	1,458	17,500
Special Allowances	5,492	65,900
Provident Fund (Employer's Contribution)	1,800	21,600
Fixed Compensation	29,167	3,50,000
Variable Bonus*		0 - 87,500
Total Cost to Company		4,37,500

Additional benefits:

- One chance every year for a 50% employee discount on OnePlus flagship phone
- Lunch Benefit of INR 3000 will be credited as part of salary every month (please note this amount will be taxable subject to individual Income Tax slab)



12-01-2020

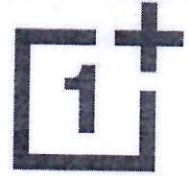


- Medical Health Insurance:
 - a. 4 Lacs coverage for Self + Spouse + 2 Children
 - b. 3 Lacs coverage for 2 parents with a minimal co-pay
- Group Accidental Insurance (For employee) - 5 times of Fixed Annual CTC
- Group Term Life Insurance & Critical Illness (For employee)
 - a. Term Life Insurance: 4 times of Fixed Annual CTC
 - b. Critical Illness: 4 times of Fixed Annual CTC, subject to a maximum amount of INR 25,00,000
- Voluntary Top-up options available for Medical Health Insurance and Term Life Insurance policies
Details will be explained during post joining

Notes:

- Annual variable pay is paid out in March of every year (for performance contributions made between Jan-Dec of the previous year)
- You may be eligible for an annual variable pay which is up to 3 months of your monthly gross salary, as prorated for the assessment year and subject to applicable withholdings and other deductions as may be required by law. The period during which you remain on unpaid leave will not be taken into consideration for calculation of performance bonus. The amount and timing of any such bonus will be at the sole and absolute discretion of the Company based on number of factors including the company's, department's and your individual performance. To receive payment of your bonus for any year, you must be employed by the Company or should not have given or been given notice to terminate your employment at the date on which the bonus is payable. Any such bonus paid will not be part of normal or expected salary or compensation for any purpose, including the calculation of severance, if any, upon termination.
- Employee not eligible for Salary increment or variable pay if his/her DOJ is after 30th Sep of the previous year
- Professional Tax and all incidence of income tax will be borne by the employee as per Income tax rules. All applicable tax liability will be borne by the employee as per relevant statutory tax rules.
- Employer's contribution to Provident Fund shall be deducted & deposited with PF Authorities, along with employee's contribution, as per the statutory requirements.
- India is a strategic market for OnePlus and we have a compensation policy to facilitate our efforts to build a long term relationship with the top talent. **The Long Term Incentive Policy** rewards the top performers annually along with reinforcing the meritocratic culture of OnePlus.


12-01-2020



6. **Business Secret**

You shall keep the Company's business secrets in confidence. We highly value your industry expertise, experience, skills and qualifications, and will not request you to reveal the business secrets of your former employers. You shall not disclose or use any business secrets of your former employers that you are obliged to keep in confidence. Breaching the non-disclosure term will result in legal action, and your contract with the Company will be terminated.

Do not take or hold any business secrets of your existing or former employers. We may check the PC provided by the Company or the PC network when necessary to explore any potential misconduct.


7. **Other Terms**

To make this job offer valid:

- a) Provide accurate personal information consistent with the information acquired through the background check;
- b) Pass the prescribed physical examination; and
- c) Complete all the entry formalities as required by the law and regulations.

Please bring copies of the following documents at the time of joining along with the original copies for verification (as applicable):

- a) 3 Passport size Photographs and all educational certificates
- b) Appointment letter/ Salary certificate/Pay-slip from previous employer (if applicable)
- c) Release letter/ Copy of Resignation Letter (last employment)


12-01-2020

Mobitech Creations Private Limited
D13/1, Model Town II, New Delhi, North West Delhi
India 110009 | CIN No: U52609DL2016PTC305537



You shall not disclose your remuneration or ask your colleagues about their remuneration. You must keep the above information in confidence and not disclose it to any other individual. You shall not engage in part-time or freelance work. You shall comply with company's intellectual property rights (IPR) and non-competition terms. Any violation, therefore, shall be regarded as cause for disciplinary actions.

This conditional job offer is contingent upon receipt of your background verification process and medical screening tests. To accept the terms and conditions, please sign this letter in every page and return it by **12/01/2021**. The Company reserves the right to cancel the offer in case the background verification process or medical screening results are not positive.

**Never Settle,
Mobitech Creations Private Limited**


**Vikas Agarwal
Authorised Signatory**



Date: 11th January 2021

I agree to the terms and accept this conditional offer of employment.

Naman Tiwari

Signature 

Date 12/01/2020