

**OFFER LETTER**

Date: 05.12.2022

To,  
Mr. Naresh Meghwal  
Bangalore

Dear Mr. Naresh Meghwal

It gives us immense pleasure in inviting you to join PHYTEC Embedded Pvt Ltd as one of our valuable associate. We strongly believe that organizations grow and flourish by the passion, commitment, and enthusiasm of its associates willing to invest into its future. We understand all our employees are truly our partner's associates in our journey towards empowering smart utilities. We are happy that you are one such associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered for **Embedded Engineer** position. Your direct reporting will be to **Mr. Rakesh Kumar**, you are assigned to and will be initially based at Bangalore; however your work location may be changed to any of our other development facilities or our client locations. You will be required to travel across India and overseas as and when required. Your job responsibilities and reporting structure would be explained during your induction and they are subject to change as per the management decisions from time to time. Your appointment is subject to following terms and conditions:

1. Your position would carry a gross compensation (total annual CTC) **INR 4,27,300.00 (Rupees Four Lakhs Twenty Seven Thousand Three Hundred Only)**, effective from the date of appointment. Details of your salary structure (**Annexure-1**) is enclosed along with this letter.
2. You shall be Probation for a period of Six Months from the date of joining for Duty. The duration of probation can be extended subject to your performance which is at the discretion of Management. Your service shall be confirmed in writing to that effect, in the appropriate position satisfactory completion of probation, failing which you will be deemed to be on probation.
3. Your association and employment will be governed by the various HR policies and guidelines of the organization. This employment can be discontinued by either party giving three months written notice as default and six to nine months after onsite assignment or decision taken by management. However, the notice period of three months not applicable in case of the management not realizing desired results during your association or there is a resource depends for any project executing, which may attribute to reasons including performance compliance.
4. Notwithstanding the provisions of Para(4) above PHYTEC reserves the rights to terminate your service without any notice or compensation as a part of disciplinary action in situations including, but not limited to, violation of 'Code of Conduct', Criminal prosecution by law

**PHYTEC Embedded Pvt. Ltd.**

No. 1688, 25th Cross, 27th Main, Sector - 2, opp. Kotak Mahindra Bank, HSR Layout, Bengaluru - 560102

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enforcing agencies, violation of Non Disclosure Agreement, Breach of employment conditions, trust or financial integrity.

5. You will retire from the services on attainment of the normal retirement age fixed by the company, which is at present 60 years.
6. The information contained in this letter of appointment is 'Personal & Confidential'. This letter contains sensitive, personal and confidential information and its contents are not to be shared with or divulged to others.
7. At the time of joining you shall submit the documents in proof of Age, Qualification, Experience, Salary Certificate on the basis of CTC drawn with previous Employer, Original Relieving letter from the previous employer, 2 passport size colour photographs and photocopy of the Passport. You shall produce the originals for verification by us.
8. Employee have option to select his employment mode at time of joining, specify the same while joining.
  - a. Permanent/Long Term: Carries special benefits like On-Site opportunities, part of Core Development Team & Company strategic projects.
  - b. Contract/Short Term: Renewed on yearly basis covers all basic employee facilities.
9. Please sign the duplicate copy of this letter in token of your acceptance of the above terms.

Employment Mode

Signature

We are sure to have a rewarding and an exciting career with PHYTEC Embedded Pvt Ltd.

For PHYTEC Embedded Pvt Ltd

  
  
Baipalli Vellab Rao  
Managing Director

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