

June 8, 2022

NP.Varun,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Junior Application Engineer (Tier1)** at ValGenesis (India) Pvt Ltd in 707&708, 7th Floor, Phase II, TICEL Bio Park Ltd, CSIR Road, Taramani, Chennai-600113 we also have our offices at No 12, Subramanya Arcade, 'D' Block, Bannerghatta Main Road, Old Gurappanapalya, Bengaluru, Karnataka 560029 on the following terms and conditions:

- 1) Your Salary will be as per the **Annexure - 1**. The details of benefits will be furnished at the time of joining duty. All tax liabilities arising out of your entire compensation package, present or future shall be borne by you.
- 2) **You are placed under probation for a period of 6 Months from the date of joining duty.** At the end of probation period your services will be regularized and confirmed based on your performance of the work, attitude and to the satisfaction of the Management. The next hike will be sanctioned to you after completion of one year **(Includes 6 Month Probation Period)** based on your performance.
- 3) Your duties & responsibilities will be assigned to you from time to time by your assigned supervisor(s) as authorized by the company.
- 4) During the term of your employment you will not represent, handle or otherwise undertake any other business activity, it is being clearly understood that you will devote your full working time exclusively to this company's work and business. You will not carry on, without prior permission in writing, any lecturing or any business either alone or in partnership, nor be directly or indirectly employed or concerned with as principal, agent or otherwise in any business, trade or profession whatsoever. Breach of this condition shall lead to termination of your services by the company without any notice or compensation.
- 5) Upon joining the Company you shall enter into the confidentiality undertaking as a condition precedent of your employment hereunder. Upon the termination of your employment, you will return to the Company all papers & documents or other property which may at that time be in your possession relating to the business or affairs of the company or any of its associates or branches or their clients and will not retain any copies or extracts there from.
- 6) You will be entitled to have stock options and fringe benefits as per the rules of the company that may be in effect from time to time.
- 7) This appointment is subject to:
 - a) Your furnishing us a "**Relieving Certificate**" from your previous employer and all other original certificates as mentioned in the resume.

ValGenesis (India) Pvt. Ltd

No: 707 & 708, 7th Floor, Phase II, TICEL Bio Park Ltd., CSIR Road, Taramani, Chennai – 600 113.

Phone: +91 44 4080 4800, 4801, +91 44 2254 1014

Web: www.valgenesis.com CIN : U72200TN2006PTC059957

- b) The Company receiving full satisfactory reports from references cited in your application.
- c) The Company receiving full satisfactory reports on your background verification (By signing a copy of this letter you authorize the Company to appoint an agency of its choice to conduct such verification).
- 8) The company reserves the right to depute / transfer your services to any other location or group of company or outside India in consistence with the company's interest.
- 9) You are required to join the company on or before **Jun-09-2022**.
- 10) Your conduct at all time should be in accordance with the national and local laws and the rules and regulations of the company as from time to time in effect. In all dealings with the company and its clients and their organization, the highest standards of propriety and integrity will be expected from you.
- 11) In all matters not covered above, you will be governed by the applicable statutory regulations / provisions applicable or the laws and policies of the company applicable to your position which may be framed from time to time.
- 12) **This offer is valid until: Jun-09-2022.**

If these terms are acceptable to you, kindly sign and return us the duplicate of this letter in acknowledgement thereof.

We look forward to having you with us and offer you an interesting and rewarding career with ValGenesis (India) Pvt. Ltd.

Yours sincerely,

For ValGenesis (India) Pvt. Ltd

Sathish Kumar J
Director - HR

I agree and accept employment on the terms and conditions mentioned in this letter. I shall be reporting to work on _____

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Annexure – 1

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The breakup for your salary will be as follows:

Salary components	Salary in INR Monthly	Annual
Basic Pay	11,000	
HRA	5,500	
Conveyance	1,600	
Medical	1,250	
LTA	1,650	
Bonus	2,750	
Special allowance	3,750	
Gross Pay	27,500	3,30,000
EPF Employer Contribution	1,320	15,840
Other Benefits		
Mediclaime/Health Insurance		15,000
Gratuity		6,349
Cost to the company		3,67,189
Group Mediclaime Insurance Policy		4,00,000
Note:		
All salary components are governed by the company policies and statutory guidelines.		
Matter of your compensation is strictly private and confidential information of the company and should not be disclosed to other than HR & Finance representative.		
All personal tax liability arising out of compensation and joining expenses will be borne solely by the employee.		

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