



## SAMSUNG ENGINEERING

**SAMSUNG ENGINEERING INDIA PVT. LTD.**  
Plot No.7, Advant Navis Business Park, Tower-A, Level-15,  
Sector-142, Expressway, Noida-201305 (U.P) INDIA  
Tel.: 91-120-4060700 / 800, Fax.: 91-120-4060750  
www.samsungengineering.com  
CIN: U74991DL2006PTC148805

### Personal & Confidential

Date: 26-Dec-2023  
Ref: SEI/2023/HR/AL/0145

Mr Akash Rawat  
99/3, First Floor, Behind Jalaram Darshan Bunglow,  
Agra Road, Mulund West, Mumbai - 400080

### **Subject: Appointment Letter**

Dear Mr. Akash Rawat,

Reference to your job application, subsequent interview and our offer letter issued to you, we are pleased to formalize your appointment with Samsung Engineering India Pvt. Ltd., hereinafter referred as company.

Terms & Conditions of Employment shall be as below;

1. Employee No. : 34231520
2. S-Band : S3-II
3. Job Title : Engineer II
4. Department/  
Project : Process
5. Date of  
Appointment : 26-Dec-2023
6. Place of Work : Noida



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7. You shall be entitled to Salary, Allowances and Benefits as per Annexure "A" attached. Your salary may be revised from time to time at the discretion of the Company.
8. You shall be solely responsible for paying any taxes, direct or indirect, state or local whether payable in India or elsewhere, which may result from your remuneration. The company shall be entitled to deduct applicable taxes at source from your salary in accordance with prevailing laws of the country.
9. You will be on probation for a period of six (6) months from your date of joining, which may be extended further as per discretion of management depending upon your performance during probationary period. You shall be deemed on probation unless your services have been confirmed in writing.
10. You shall be capable of entering into agreement as per the applicable laws and required to carry out your duties in the best and most efficient manner as directed by your senior officers. You are expected to co-operate with the other staff in an amicable manner so as to secure harmony and smooth work, which could in any way affect your responsibility or capacity for work and dignity of position.
11. During the period of your service, the Company's business conditions may require your services to another job function within the Company, and you may be posted to our domestic or foreign offices, project sites, from time to time. Your services are liable to be transferred from one site/office to another and in such case you will be obliged to abide by the timings and respective rules & regulations as applicable to that site/office wherever you are posted.
12. You will not, during your employment with company or at any time thereafter, divulge or make known any information in any way whatsoever relating to the company or its business/ or of its customer and/or any other information, secret processes, technical specifications, drawings and documents relating to the Company's business, or its trading activities or data and material, which may come to your knowledge during the course



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of your employment. You will always maintain strict secrecy regarding any technical information or any other information gained or acquired or imported to you in the course of employment, unless being asked to transmit to employees of the company or its clients, who are entitled to receive such information.

Any process, discovery or invention or patents made during the period of your employment will belong to the Company.

Company reserve the right to trace back activities on IT Infra allocated to you during course of your employment or thereafter and take appropriate legal recourse against you in case of breach of the above agreement.

You will be bound by the undertakings, consent forms, and pledges, signed by you at the time of joining.

13. You shall not be biased on any religious, caste, sex/ gender, community, language, etc. while discharging your duties with 'Company'.
14. Company reserves the right to dismiss without notice any employee guilty of dishonesty, willful insubordination, fraud, embezzlement, drunkenness, drug taking, sexual harassment / molestation with any office colleague (own company / group company), official guest / visitor at or outside the office or any other location in India or abroad, disclosure of confidential information, black market dealings or political activities whilst on assignment or any other serious offence including conviction in a criminal or civil court.
15. Without written consent of the company, you shall not engage yourself, or be interested, or concerned in any other business or dual employment or activity of any kind whether directly or indirectly or publish any information about the affairs or business of the company whether for remuneration or otherwise.



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16. During your employment with the company, you will be governed by the service rules and regulations of the company, in force or as introduced or amended, from time to time. You will also be governed by the company's policies and rules regarding Leave, Deputation, Medical Insurance, Misconduct, Disciplinary Action and others.
  
17. Your services can be terminated by giving two (2) months' notice in writing from either side. However, the option to relieve you of your services before completion of two (2) months' notice period shall rest with the Company subject to adjustment of salary & allowances in lieu of notice period.
  
18. The employer has the right to terminate the engagement with the employee notwithstanding what has been stated hereinabove for your acts and conduct including furnishing of false or incorrect information on your past education and employment under Background Verification, at the time of joining, or any other, which the Company in its absolute discretion considers illegal and undesirable under such circumstances and also in case you become incapacitated by illness or otherwise.
  
19. Upon cessation of your employment with the Company for any reason whatsoever, you shall return to the Company all documents, data, materials, equipment of the Company which may be in your possession.
  
20. The company will deem to take the above mentioned address as your postal address for all communications. All correspondence and communication at your above mentioned address will be deemed to be due notice to you. In case of any change in residential address, you are required to furnish to HR the same in writing immediately.
  
21. You shall be reporting to your "Head of Department / Division" for all matters pertaining to your duties.
  
22. You shall retire from the services of the Company on attaining the age of Superannuation which at present is 60 years as per Rules of the Company.



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23. In matters not mentioned herein, you will be governed by the Rules and Practices of the Company.

All disputes & differences shall be subjected to the jurisdiction of NEW DELHI only.

Please sign and return the duplicate copy of this letter to signify your acceptance of the above terms & conditions.

Sincerely yours,

For, **SAMSUNG ENGINEERING INDIA PRIVATE LIMITED**

**Authorized Signatory**

HUMAN RESOURCES DEPARTMENT

I have read & understood the service rules & terms mentioned here & agree on my sweet will to abide by them

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(Signature of Employee/ Date)

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**Annexure - A: Annual Compensation / CTC Statement**

Name : Akash Rawat  
Employee No. : 34231520  
S-Band : S3-II  
Job Title : Engineer II  
Department/Project : Process  
Date of Appointment : 26-Dec-2023  
Place of Work : Noida

Detail of Annual Compensation Structure (Annual CTC Amount);

Particulars	Amount (INR)	Remark
Basic Salary	7,18,600	
HRA (50% of Basic)	3,59,300	
Special Allowance	1,49,068	
Meal Allowance	24,000	
LTA	50,000	Tax benefit on submission of actual bills, if any as per Act
Employer's cont. to P.F.	86,232	@ 12% of Basic Salary
Medical & Accident Insurance	20,000	As per company norms
Festival (Statutory) Bonus	30000	As per company norms
<b>Total</b>	<b>14,37,200</b>	



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### **Key Notes;**

- a) Gratuity is payable additionally after completion of requisite service period, as per Act.

Sincerely yours,

For, **SAMSUNG ENGINEERING INDIA PRIVATE LIMITED**

### **Authorized Signatory**

HUMAN RESOURCES DEPARTMENT

I have read & understood the service rules & terms mentioned here & agree on my sweet will to abide by them

\_\_\_\_\_  
(Signature of Employee/ Date)

## **Annexure - B: Additional One Time Payment**

(Only Applicable Payment, as per Company Norms)

Particulars	Amount (INR)	Remark
Signing Bonus	59,883	
Relocation Allowance	1,50,000	
<b>Total</b>	<b>2,09,883</b>	

### **Key Notes;**

- a) Joining Incentive: Payable, if applicable, in 4 equal installments starting after 6 months from the date of joining. In case, for whatsoever reason, employee leaves the organization before completion of Two (2) Years of service, the total amount paid as such will be recovered.
- b) Relocation Allowance: Payable, if applicable, within three (3) months of service from the date of joining. In case, for whatsoever reason, employee leaves the organization before completion of One (1) Year of service, the total amount paid as such will be recovered.
- c) Signing Bonus: Payable, if applicable, after six (6) months from the date of joining. In case, for whatsoever reason, employee leaves the organization before completion of One (1) Year of service, the total amount paid as such will be recovered.

Sincerely yours,

For, **SAMSUNG ENGINEERING INDIA PRIVATE LIMITED**



### **Authorized Signatory**

HUMAN RESOURCES DEPARTMENT

I have read & understood the service rules & terms mentioned here & agree on my sweet will to abide by them

\_\_\_\_\_  
(Signature of Employee/ Date)