



29 September 2021

Darshanala Varsha

H.No:3-56, Shanigaram, Koheda Mandal, Siddipet Dist, Telangana - 505473.

Dear **Darshanala Varsha**,

Further to our discussion, we are pleased to offer you a position in the SWX- Software Driven Experience division of FCAIT AUTOMOTIVE INDIA PRIVATE LIMITED (hereinafter referred to as "FCAIT" or "Company"). Your position will be **Graduate Engineer Trainee**.

Your annual total fixed pay will be **INR 550000 (Five Lakhs Fifty Thousand Only)** as detailed and provided in Annexure-I to this offer letter ("Compensation and Benefits Structure"). Your current place of posting is **Hyderabad**.

The offer is valid for a period of Two (2) days from the date hereof, and is contingent on your commencing employment with FCAIT on **25th October 2021**.


Please sign and return duplicate of this letter as a token of your acceptance. If you have not accepted this offer before the expiration of two days from the date hereof, and you have not joined the organization on the date specified above, this offer shall stand withdrawn, unless otherwise communicated to you by the FCAIT in writing.

Your appointment is subject to you clearing all your academics and being declared fit by a medical officer or doctor or an agency specified by FCAIT. The list of medical investigations that you are required to undergo are provided as in Annexure II of this offer letter. As part of hiring process, FCAIT reserves the right to verify your credentials through an agency appointed as per the company policy. Detailed appointment letter and Training Agreement along with the compensation and benefits and terms and conditions of service will be issued upon joining. At the time of joining you need to Sign a Training Agreement and present all your academic credentials along with your KYC documents.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association between you and FCAIT. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings.

Thanking you,

For FCAIT Automotive India Private Ltd


Poonam Dhanavati
Deputy General Manager - Human Resources

Varsha

ACCEPTANCE

Name: Darshanala Varsha

Date:

FCAIT Automotive India Private Limited
No. 198/1B-401 A, Giga Space IT Park, Delta-1,
Viman Nagar, Pune Nagar Road,
Pune, Maharashtra - 411014, India.
Tel: +91 20 6747 4500
Email: hrsea@fcagroup.com
CIN: U72900PN2020FTC194169

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Ananthasagar (V), Hasanparthy (M)
WARANGAL - 506 371 (T.S.)

Annexure I: Compensation & Benefits Structure

Name: Darshanala Varsha

Position: Graduate Engineer Trainee

Pay Components	Annual Amount (INR)	Description
Basic Salary	220000	40% of Total Fixed Pay
House Rent Allowance(HRA)	110000	50% of Basic Salary
Flexible Benefit Plan*	183018	
Provident Fund	26400	12% of Basic Salary
Gratuity	10582	4.81% of Basic Salary
Total Fixed Pay (A)	550000	

* Flexible Benefit Plan: Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to choose from an array of allowance or benefits, redefine your salary structure within prescribed guidelines and optimize your earnings.

Illustration of Flexi Benefit Plan

Pay Components	Maximum Limits (per annum)
Fuel Reimbursement (<1600 CC)	INR 21,600
Fuel Reimbursement (>1600 CC)	INR 28,800
Drivers Salary Reimbursement	INR 10,800
Food Coupons	INR 31,200
Telephone Reimbursement	INR 18,000
Leave Travel Allowance (LTA)	INR100,000
Reimbursement for Professional Development	INR 30,000
Books & Periodicals Reimbursement	INR 12,000
Mobile Handset Reimbursement	INR 20,000
Children Education Allowance	INR 2,400
Children Hostel Allowance	INR 3,600
Employer's Contribution to NPS	Upto10% of Basic Salary
Special Allowance	Balancing figure

Salary components indicated under Flexi – Reimbursement can be claimed as reimbursements as per your preference submitted on the date of joining. All Flexi-components not indicated as reimbursements will be paid as Special Allowance as a part of monthly salary. **Please keep the compensation details strictly confidential. Contact the HR department for any clarifications**



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Gratuity

You will be entitled to gratuity as per the provisions of the payment of Gratuity Act, 1972.

Provident Fund

You are required to become a member of the Provident Fund Scheme in accordance with the existing scheme of the Company under the provisions of the Employees Provident Fund and Miscellaneous Provisions Act, 1952 and the Rules applicable there under.

National Pension Scheme

You are eligible to become a member of the National Pension Scheme in accordance with the existing scheme of FCAIT.

Insurance Benefits

- # Mediclaim insurance coverage of INR 4 Lakhs on a family floater basis
- # Personal accident insurance coverage equivalent to 36 months of monthly total fixed pay
- # Group term life insurance coverage equivalent to 24 months of monthly total fixed pay
- # Parents Mediclaim insurance coverage at special premium on employee payment

Leaves

You will be entitled to leaves in accordance with the leave policy.

Travel Allowances

If you are required to undertake travel on official business you will be entitled to claim travel allowances applicable to you as per the prevailing Travel Policies.

Annual Salary Review

Your performance and salary will be reviewed annually according to the compensation policy of the company and evaluation criteria. However, the same is not guaranteed but will be subject to individual and company performance.

For FCAIT Automotive India Private Ltd

Poonam Dhanavati
Deputy General Manager - Human Resources

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ACCEPTANCE

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Date:

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Annexure II: List of Medical Investigations

Name: Darshanala Varsha

You are required to undergo the following medical tests through a medical officer or doctor or an agency specified by FCAIT as part of your pre-employment medical check-up.

- Blood Group RH
- Complete Blood Count (CBC) and ESR
- Blood Sugar - Fasting and Post-Prandial (PP)
- S Cholesterol
- Kidney Test - S Creatinine
- Liver Test - SGPT
- Urine R/M
- Chest X-ray PA
- ECG
- Physician Exam-Case History, BMI, BP, Pulse
- Eye Check Up
- Any other tests warranted

Varsha

ACCEPTANCE

Name: Darshanala Varsha

Date:

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