



KARMIC

KARMIC DESIGN PRIVATE LIMITED  
AN ISO 9001-2015 CERTIFIED COMPANY

Ref. No.: KDPL/Offer/24-25/729

Date: 29-May-2024

*Privileged and Confidential*

Dear Chethan,

Sub: Letter of Offer

Ref: Your application for the position of **Trainee Engineer**

This has reference to your application for Employment in our company and subsequent interviews you had with us.

We are pleased to offer you the position of "Trainee Engineer" in our company subject to following terms and conditions based in Manipal.

1. Date of Joining : On or before 17<sup>th</sup> June 2024
2. Compensation :  
(a) During your training period, you will be paid with a stipend of **INR 15,000.00 (CTC of INR 20,000) per month** for Twelve months from date of joining. The details of stipend components are as mentioned in the **Annexure - 1** of this Letter of Offer.  
(b) After Twelve months from date of joining your CTC shall be **INR 3,00,000/-per annum (Indian Rupees Three Lakh Only)** inclusive of all benefits fixed on the basis of a Total cost To the Company. The details of salary components are as mentioned in the **Annexure - 2** of this Letter of Offer.

The Health insurance details are mentioned in the **Annexure – 3** of this letter.

3. Reporting Manager : Gururaj L Bankapur
4. Work Location : KarMic – Manipal/Bangalore.
5. Training : The Company may, at its sole discretion, nominate you for training for which you understand and acknowledge that the Company would be incurring certain amount of expenses and re-locate you to any Department / Group / Section Line, as well as any Office / Establishment / Division / Branch of the Company, in India or abroad, as well as its associates / sister concerns within the group, on temporary or permanent basis depending upon the Company's priorities and requirement of work.

Read Office: 4/505 (C&C1), 80 Badagabettu, Rajeev Nagar, Alevoor Road, Manipal, Udupi – 576104, Karnataka, India. Phone:08202575753  
E-mail: hr@karmic.co.in Website: <http://karmic.co.in> U31200KA1999PTC024802

Principal  
A.J. Institute of Engineering & Technology  
Mangaluru - 575 006





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The Company provides training on VLSI concepts, both theoretical and practical. You understand and acknowledge that the Company would be incurring a minimum expense of Indian Rupees Seven Lakh Plus Applicable Taxes (INR 7,00,000+applicable taxes) towards the training and other expenses. This amount will be repaid back to the company by you in the form of providing service to the company for Fifty Four (54) months from the date of joining. The training period will be for a period of Twelve (12) months from the date of your joining.

6. Probationary Period : Post successful completion of your Training, you will be on probation for a period of six (6) months, which may be curtailed or extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmations. Unless confirmed in writing, you will be deemed as probationer. Upon successful completion of probationary period, you will be confirmed for permanent employment in the company.

After confirmation of your employment as mentioned in the above point, this contract of employment can be terminated by either party by giving Three months (90 days) notice. The company reserves the right to pay only the basic salary in lieu of notice period, but we recover full salary in lieu of notice period. Further, in case of resignation by the employee, company may at its discretion relieve him/her from such date as it may deem fit even before the expiry of the notice period without compensation for the remaining period and is not bound to give any reason thereof. If your service is terminated consequent to any disciplinary action or loss of confidence, no notice will be required to terminate your employment.

7. Documents required at the time Joining : **As per Annexure - 4.**
8. Applicability of Company Policy : The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies etc. and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.
9. Confidentiality : You agree that the information and documents (including Letter of Offer and information contained herein) shared with you during our interview process are confidential in nature which you shall not disclose to anyone under any circumstance unless prior approval in writing is obtained from the Company.
10. Non-Solicitation : You agree not to use this Letter of Offer and its contents for the purposes of soliciting offers from other persons (including present employer) for any purposes whatsoever.

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