



Offer Letter

June 28, 2024

Sandesh
Mulki, Karnataka,
India.

Dear Sandesh,

Congratulations! It is with great pleasure that we offer you the position of **Design Engineer I Trainee** at our office located in Manipal, India. Your appointment will be effective from the date of your joining the Company, which shall not be later than **August 12, 2024** failing which the offer shall stand automatically withdrawn.

Training and Engagement

Your employment will begin with a five-month probationary period, during which you will undergo comprehensive training in areas such as analog circuit design, layout design, and performance simulations. Throughout this training period, you will receive a **monthly salary of ₹20,000**. Your engagement for live work projects and continuation of your engagement with Sophrosyne post completion of training will be subject to your over-all training performance and business need. Sophrosyne will have discretion to take final decision about your future engagement and hence, future engagement should not be assumed as confirmed.

Salary Revision

After successful completion of five months training, you will be put through On Job Training (OJT) at any of the Sophrosyne client projects for 3 (Three) months with the same terms of this letter. Post OJT your CTC (Cost to the Company) will be revised to INR 5.6 Lakhs based on your performance and business need. The revised salary will be effective from 1st day of the subsequent month. Further details of this compensation are provided in Annexure A. The other terms & conditions of your service are attached in Annexure B. The pre-employment particulars required have been detailed in Annexure C and HR team shall support you on any queries relating to the formalities.

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential. Please sign the duplicate copy of this letter and return it to us as a token of your acceptance of the terms and conditions of employment offered to you. You can hand this over us on the day of joining.

Regards

Manish Srivastava

Manish Srivastava

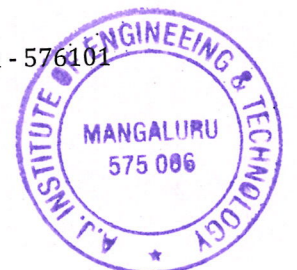
CEO

Sophrosyne Semiconductor

Park no-77, Pragati Business, Shivali, Kunjibettu, Manipal, Udupi, Karnataka - 576101

Tel: (+91)-9310673226; Website: www.sophrosynesemi.com

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





Annexure - A

Component	Annually	Monthly
Basic Salary	2,23,100	18,592
Basket of Allowances	2,23,100	18,592
Base Salary	4,46,200	37,183
Incentive Bonus Plan	49,578	
Total Target Compensation	4,95,778	
Provident Fund	53,544	4,462
Gratuity	10,731	
Total Cost to Company	5,60,053	

The Basket of Allowances includes HRA and LTA.

Incentive Bonus Plan entails payment of a cash award. The amount mentioned above is only an estimate and therefore not guaranteed. The incentive payable is calculated and paid out quarterly based on Company's and employee's performance. Sophrosyne reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives

Gratuity would be as per the criteria set out in the Payment of Gratuity Act

PF contribution includes both employer and employee contribution of 12% of the Basic Salary

In addition to the above, you will also be eligible for the following benefits:

- **Medical Insurance:** Medical insurance cover will be provided by the company to you, your spouse and two kids as per the company policy.
- **Parental Insurance:** You have the option of availing the company negotiated rates to cover your parents under our Parental Insurance plan. The entire premium for this will be borne by the employee.

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