

The HOD, EEE  
G. Narayanamma Institute of Technology & Science.  
Date: 26/02/2022

Subject: permission for internship

Respected Sir,

with due respect, I would like to state my name  
Y. Yashaswini holding Reg. no: 18251A0260.

I would like to bring into your concern, that as per the  
part of ~~the~~ curriculum. I have to go through a 3-4 month  
starting from 1<sup>st</sup> March, internship program. I have got  
selected at Hauman connected services. As per the company  
requirements, I am seeking your permission for  
attendance to join the above said internship program.  
I request you to kindly grant permission so that I  
can be a part of it.

I shall be highly obliged for your kind support.

Thanking you,

Y. Yashaswini

EEE-A, 4/4

18251A0260

Permitted for the internship.  
The attendance can be given  
N. M. M. M. M.  
26/2/22

HARMAN

Harman Connected Services Corporation India Pvt. Ltd

No 3 & 3A, EOIZ Industrial Area Survey No. 85 & 86

Sadaramangala Village, Krishnarajapuram Hobli

Bangalore 560066, Karnataka, India

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📠 +91(80)3307 2000



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31-Jan-2022

**Sub: Offer of Employment**

Dear Yashasvini Yata

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore**

We are delighted in offering you an employment opportunity as **Associate Engineer - Product Development** with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore**.

Further, "**Company**" for all purposes in this document shall mean **Harman Connected Services Corporation India Pvt. Ltd, Bangalore** and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **500,000/-** per annum. The breakup of the compensation and benefits applicable to you is as per annexure 2.
- You will receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your Date of Joining will be **1 MAR 2022**.
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- Your initial place of posting will be in **Harman Connected Services- Bangalore Campus**.
- You will report to the **Business Unit / Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non- compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s.)
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before October 1, 2022. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.





You are required to submit to us the following at the time of your joining:

- Photocopies of your 10th and highest educational qualifications (including all marks sheet)
- 3 passport size photographs with dark grey background (Sample enclosed)
- Relieving letter from previous employer, if applicable
- Recent Salary statement, if applicable
- Documents indicating employee number of last two employers, if applicable
- Photocopy of Passport (indicating Passport number, validity, address and age)
- Proof of age and address if different from those mentioned in Passport or not having Passport
- Photocopy of PAN card, (Any other identity card if PAN not allotted)
- Income Tax computation sheet and Form 12B of previous employer/s in the current financial year (if applicable)
- Company Personal Data form

We are excited to have you join us quickly and welcome you to the Harman family

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter within 1 week of the date of offer release

For Harman Connected Services Corporation India Pvt. Ltd.

Subhajit Ghosh  
Senior Manager, Talent Acquisition

Enclosed Annexures:

1. Employee Service Conditions
2. A note on your Total Rewards

I have read, understood and accepted the above. I understand that the terms and conditions are pre-conditions to my being offered employment with the Company. I am under no obligation or duress to accept these terms and conditions of employment. I accept them of my own free choice and will

Signature: Y. Yashaswini  
Name: Yata Yashaswini  
Date: 19-2-2022  
Expected date of joining: 1-March-2022

Annexure 2: Compensation Break-Up Detail

CONNECTED CAR | LIFESTYLE AUDIO | PROFESSIONAL SOLUTIONS | CONNECTED SERVICES



|                     |  |
|---------------------|--|
| <b>Name:</b>        | Ms Yashasvini Yata                       |
| <b>Designation:</b> | Associate Engineer - Product Development |
| <b>Grade:</b>       | 9A                                       |

|                     |         |
|---------------------|---------|
| <b>Gross Salary</b> | 500,000 |
| <b>Base Salary</b>  | 500,000 |

| Components                      | Annual (in Rs.) | Monthly (in Rs.) |
|---------------------------------|-----------------|------------------|
| Basic                           | 200,000         | 16,667           |
| House Rent Allowance            | 80,000          | 6,667            |
| Statutory Bonus                 | 7,000           | 583              |
| Flexible Benefit Package*       | 179,380         | 14,948           |
| <b>Fixed Salary – (A)</b>       | <b>466,380</b>  | <b>38,865</b>    |
| PF - Employer's contribution    | 24,000          | 2,000            |
| Gratuity                        | 9,620           | 802              |
| <b>Statutory Benefits – (B)</b> | <b>33,620</b>   | <b>2,802</b>     |
| Base Compensation               | 500,000         | 41,667           |
| <b>Gross Salary – (A+B)</b>     | <b>500,000</b>  |                  |

**Pre-tax Take Home**

|  |               |
|--|---------------|
| Monthly Fixed Salary                     | 38,865        |
| Professional Tax                         | 200           |
| Provident fund - Employee's contribution | 2,000         |
| <b>Monthly Take home - Pretax</b>        | <b>36,665</b> |

**Note:**

- Taxes are applicable as per statutory rules
- Flexible Benefit Package is payable towards salary components explained in the Total Rewards annexure as per the Company policy. The value of such benefits shall not exceed the amount mentioned above under FBP.
- Details of the other benefits are mentioned in the Annexure 3 "Note on Total Rewards".

**For Harman Connected Services Corporation India Pvt. Ltd**

**Subhajit Ghosh**  
**Senior Manager, Talent Acquisition**