

MICELIO MOTORS PRIVATE LIMITED

August 23, 2021

To,
Mr. Arvind G A
S/O: Athmaram, E 9, AKTP SALAI, KURINJIPADI
TALUK, BLOCK-16, Neyveli, Cuddalore,
Tamil Nadu- 607801

Dear Arvind,

Micelio Motors Private Limited (hereinafter referred to as the “**Company**”), is pleased to offer you a job as an **Engineer- Chassis**. We trust that your knowledge and skills will be among our most valuable assets. Please find below the basic terms and conditions of your employment if you choose to work with us.

1. This offer is contingent on you agreeing to join the Company and clearing the background checks and reference verifications by **October 08, 2021**.
2. In your role as an **Engineer - Chassis**, you will report to the **Lead - Vehicle Mechanics** or any other employee/department as the Company deems fit.
3. This offer is contingent on you submitting all the pending documents (if any) within 7 days from the offer release date. **Failure to do so will result in the offer standing null and void with immediate effect, thereafter.**
4. Prior to the start of your employment with the Company, you will be required to submit to the Company a list of documents as detailed below to help conduct background checks and verifications. Your employment with the Company shall be contingent on you clearing any such checks and/or verifications.
5. For the first six (6) months of your employment you will be placed in probation. Post the successful completion of your probation period you will receive a written confirmation. This probation period may be extended if your performance is not satisfactory.
6. Your indicative annual compensation will be **Rs. 4,50,000/-** (Four Lakh Fifty Thousand Rupees only) inclusive of all taxes and benefits. Please refer annexure for detailed breakup.
7. You are entitled for a joining bonus of **Rs. 25,000/-** (Twenty-Five Thousand only) as one-time payment. Please note, bonus amount will be subjected to tax deduction. This will be paid out with the first month salary.
8. Upon acceptance of this offer, and execution of the Appointment Letter you will be subject to all the Company's internal policies.
9. Please execute and return this document to us if you wish to accept this offer of employment.

We hope that you'll accept this job offer and look forward to welcoming you aboard.

Sincerely,

DocuSigned by:

8DF860CABE7948B...

Rajaram Pai B
Head - Corporate HR

MICELIO MOTORS PRIVATE LIMITED

58, 15th Cross, 2nd Phase, J.P. Nagar, Bengaluru, 560078

Ph: +91-80-4915-5900 | CIN - U34102KA2020PTC138508 | Email : miceliomotors.mcainfo@iinnovations.com

MICELIO MOTORS PRIVATE LIMITED

August 23, 2021

Name: Mr. Arvind G A

Designation: Engineer – Chassis

Salary Structure with effect from October 08, 2021		
Particulars	Per Annum	Per Month
Part - A (Fixed Pay)		
Basic & DA	1,56,000	13,000
House Rent Allowance	62,400	5,200
Special Allowance	1,69,091	14,091
Sub-total (Part A)	3,87,491	32,291
Part - B (Statutory payments)		
Provident Fund (Employer's Contribution)	21,600	1,800
Sub-total (Part B)	21,600	1,800
Part - C (Variable Pay)		
Variable Pay	40,909	3,409
Sub-total (Part C)	40,909	3,409
TOTAL SALARY (A + B + C)	4,50,000	37,500
Part D (Other Benefits)		
Medical Insurance	8,779	
Group Personal Accidental Insurance	94	
Sub-total (Part D)	8,873	
Total Cost to the Company (A + B + C + D)	4,58,873	38,239

The Variable Pay program at Micelio is paid annually and is structured considering two parameters namely, the Company Performance component and the Individual Performance component.

The entire Variable Pay-out amount is first arrived based on the Company performance for the period in consideration. From this kitty, 30% of the total variable amount is dependent on the company performance and is paid to you based on its performance.

The remaining 70% of the total variable amount is dependent on your individual performance during the annual appraisal and is paid to you based on the recommendation of your Business Unit Head / approval of Compensation committee.

Apart from the above, you will be eligible for gratuity, leave and other benefits as per Company policy.

Yours Sincerely,

DocuSigned by:

Rajaram Pai

6DF880CABE7948B

Rajaram Pai B

Head – Corporate HR

Offer accepted

Arvind G A

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Acknowledgement

I acknowledge that I have had sufficient time to, and have carefully read and fully understood all the provisions of this offer, and knowingly and voluntarily accept this offer. I further acknowledge and understand that this is only an offer, and my appointment as an employee with the Company shall be subject to the execution of both the Appointment Letter, Confidentiality and IP Assignment Agreement as well as all other mandatory documentation, and clearing all mandatory background checks and tests.

I agree to abide by the terms and conditions of this Offer Letter.

Signature:

Name:

MICELIO MOTORS PRIVATE LIMITED

Date:

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CONSENT FORM

I, _____ s/o/d/o _____ residing at _____ hereby consent to Micelio Mobility Private Limited (hereinafter referred to as the “**Company**”) collecting, using and storing my information including sensitive personal information, shared subsequent to this form for the purposes of background verification (hereinafter referred to as the “**Purpose**”).

I understand and acknowledge that the information collected from me will be used for the furtherance of the Purpose and afforded confidentiality as per the Company’s policies and applicable law.

I consent to the following categories of information being collected by the Company:

- I. Educational Documents
- II. Relieving Letter from your existing / last employer
- III. Birth Certificate / School Leaving Certificate
- IV. Passport size color photographs
- V. Self-certified copy of your passport / a photo identification card / driving license

I understand that the information collected will be kept confidential at all times and will only be accessed by the Company’s authorized representatives and or third parties strictly on a need-to-know basis in connection with the Purpose.

I represent that I have the full right to share all such information with the Company and hereby authorize the Company to collect, use and store the information for the Purpose.

Name :

Date :

Signature :

Place :

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Documents to be Provided on day of your on-boarding:

1. Relieving Letter from your existing /or last employers*
2. Relieving letters/service certificates from all previous employers, if there are any*
3. Self-attested copy of your Birth Certificate / School Leaving Certificate*
4. Self-attested copies of all your academic & professional certificates*
5. Passport size colour photographs (4 Nos.)
6. Photocopy of last pay-slip drawn by you
7. Form 16 (1) (pertaining to TDS) from your existing /last previous employer
8. Self-certified copy of your passport / a photo identification card / driving license*
9. Self-attested copy of your Aadhar card & PAN Card*.
10. Front page of your bank passbook/a cancelled cheque leaf in which your name is printed (this is for PF KYC)

***Please bring the original record for verification**

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