

Vaibhav Lande
Dabaki Road , Near Hanuman Temple , Phadke Nagar,
Akola . Maharashtra 444002

Brose India
Automotive Systems Pvt Ltd

July 13, 2022

Vasanth Kamath
Phone: +91 20 67717801
Fax: +91 20 67717850
E-Mail: Vasanth.Kamath@brose.com

Offer Letter

Dear Mr. Vaibhav Lande,

Further to our meetings, we are pleased to offer you an opportunity in our company as **Engineer in Design - Drives System Department**.

Your employment will be with Brose India Automotive Systems Pvt Ltd; your current place of posting will be Pune, India and governed by the Indian laws and regulations. We would expect you to join us on or before **15 July, 2022** after which this offer will automatically stand cancelled. You need to provide us with all due clearances from your current employer.

Your compensation package (CTC) will be

INR 400000 (Rupees Four Lakh Only)

per annum all inclusive, taxes as applicable will be to your account. The break-up of this amount is part of this letter of intent. You have agreed to sign a two years employment bond with us from your date of joining.

A formal letter of employment shall be issued to you at the time of joining, in the meanwhile, kindly sign a copy of this letter as a token of your acceptance and return to us.

Should you have any further clarifications, please do not hesitate to contact us.

We look forward to welcoming you to the Brose team and to a long mutually beneficial association.

Registered office
and plant address:
Plot No. 5 & 7,
Raisoni Industrial Park,
Phase-II, Hinjawadi,
Taluka-Mulshi, Village-Mann
Pune - 411 057
Maharashtra
India

Phone: +91 20 6771 7801
Fax: +91 20 6771 7850

Internet: www.brose.com

CIN: U35914PN2006PTC139773
GSTIN: 27AACCB8958P1ZT

Vaibhav Lande

Annexure 'A'

Brose India
Automotive Systems Pvt Ltd

Salary Compensation and Benefits

Effective from the date of joining

Name- Vaibhav Lande

	Annual	Monthly
Monthly Components in INR		
Basic Salary	120000	10000
House Rent Allowance	48000	4000
Other Allowance	168000	14000
Education Allowance	2400	200
Statutory Bonus	24000	2000
Annual Components in INR		
LTA(Optional)	0	
Performance Bonus(Variable)	16000	
End of term benefits		
Provident Fund (employer)	21600	
Total	400000	30200

Note:

The Performance Bonus is based on individual's/organization's performance.
Applicability of this Bonus is on company's discretion.

Additional entitlements:-

- 1-You will be covered under the company's group health and personal accident insurance policy as applicable to your level.
- 2-You will be covered under the Gratuity Act.
- 3-You will be entitled to get Sodexo food meal coupons amounting Rs.1000 pm as per company's current policy.

For Brose India Automotive Systems Pvt. Ltd.


Vasanth Kamath
President


Mangesh Pandharipande
Associate Vice President- Human Resources

Accepted



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