

March 3, 2022

Ms. Vardini Dinkar Patil,
Hyderabad

LETTER OF OFFER

Dear Vardini Dinkar Patil,

On behalf of GARMIN Technologies PVT. LTD. ("Company"), we are pleased to offer you the employment as a **GIS Engineer 1**. You are requested to join on or before **March 7, 2022**.

You will initially be posted at Hyderabad and your appointment will take effect from the date of your joining.

Your Gross Annual Compensation package covering all benefits extended by the Company will be as discussed mentioned in Annexure A.

Please be advised that your acceptance of this 'Letter of Offer' would signify that you agree to and accept all the terms and conditions of employment offered to you as contained in the Company's Appointment Letter', to be issued to you on your joining the Company. In this sense, these terms and conditions form part of the Letter of Offer. Therefore, you are advised to go through the contents of the standard Appointment Letter, a copy of which is available with the HR Department, before signing the 'Letter of Offer'.

Please note that this offer for employment is contingent upon (1) successful completion by the Company of your background checks and; (2) your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way may limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer for employment and (3) there being no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company. The Company reserves the right to withdraw this offer or terminate your employment without any obligation whatsoever in the event that it receives any negative background check results or determines that any contractual or other obligation may limit your ability to engage in business activities for the Company or if you are found to be part of any pending investigation (whether judicial, quasi-judicial or otherwise).

One copy of the 'Letter of Offer' (issued to you in duplicate) may please be returned to the undersigned, duly accepted, by **March 3, 2022**. This offer shall automatically lapse unless you confirm your acceptance of it and return a copy within the prescribed time.

Please treat this 'Letter of Offer' and its contents as strictly confidential and do not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without the Company's prior written consent.

On the day of joining, please bring the documents listed in Annexure B. Your offer is valid subject to medical report given by a certified Doctor.

Thanks & regards,
For Garmin Technologies Pvt Ltd


P. Nanditha Reddy
Manager - HR



Annexure A**Annual Gross Compensation of Vardini Dinkar Patil,**

| Particulars | CTC Monthly | CTC Yearly |
|-----------------------|---------------|-----------------|
| BASIC | 11,500 | 1,38,000 |
| HRA | 4,600 | 55,200 |
| Special Allowance | 5,310 | 63,720 |
| PF Contribution (Co.) | 1,800 | 21,600 |
| Diwali Bonus | 1,790 | 21,480 |
| Total CTC | 25,000 | 3,00,000 |

- A discretionary Diwali Bonus may be paid as loyalty bonus to an employee who is actively employed (not on notice period) with GARMIN Technologies on that day. Please note that Diwali Bonus is not a part of final settlement when the employee leaves the Company.

Apart from the above you shall be entitled to:

- Canteen facility as per Company norms.
- Medical insurance to self and family members including parents and dependents up to maximum of five personnel (for those who are not covered under ESI plan) as per Company norms.
- Gratuity shall be payable to eligible employees as per the Payment of Gratuity Act, 1972

Thanks & regards,
For Garmin Technologies Pvt Ltd

P. Nanditha Reddy

P. Nanditha Reddy
Manager - HR

**Acceptance**

I hereby accept the terms and conditions of this offer for employment with GARMIN Technologies Private Limited ("**Company**") and agree to join on _____ or such later date as may be communicated to me by the Company. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Sign: _____

Name: _____

Annexure B

The following copies of documents need to be submitted on the date of joining along with Originals for verification:

1. Appointment Letter
2. Experience letter /Relieving letter
3. Last drawn pay slip
4. Education Qualifications (10th Class Certificate to Highest Qualification)
5. One Passport size photograph (for Bank Account)
6. One Passport size photograph (for Identity Card)
7. PAN Card
8. Aadhaar Card
9. Pre-Employment Medical Record
10. Bank statement reflecting your last three months' salary