



Mouser Electronics (India) Private Ltd
#9, ESQUIRE Center,
Second floor, A Wing, MG Road,
Bangalore – 560001
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OFFER LETTER - PRIVATE & CONFIDENTIAL

11-Aug-2023

Prasad B S

S/O Sreenivas Reddy B V
No 15, 20th Main, Near Citi Bank ATM
BTM Layout, Bangalore Karnataka - 560076

Dear Prasad B S,

Congratulations!

Thank you for exploring career opportunities with **Mouser Electronics (India) Private Ltd.**

We are pleased to inform you that you have successfully completed our selection process. We would like to extend an offer to you based on the following terms and conditions:

- You will be designated as **“Web QA Analyst II”** at the **Bangalore** location.
- You are requested to join us on or before **14-Aug-2023**.
- Your work timings will be **11:00 AM - 8:00 PM**, however, your actual working days and work timing may vary according to the business requirements of the organization.
- Your compensation at Company will be subject to the deduction of taxes at source in accordance with the prevailing income tax regulations. The details of your compensation at the Company are outlined in ANNEXURE - A.
- Please note that your salary offered is a confidential matter and not be discussed with any other employee or person under any circumstances, failing which the company reserves the right to take necessary disciplinary action including withdrawing the offer.
- You will be on probation for a period of 6 months from the date of joining. At the end of your probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The Company reserves the right to either extend the probationary period or invoke termination of your employment after completion of the probationary period. During probation, either party may terminate your employment by giving the other party 30 days of notice or payment in lieu of the same.

ANNEXURE -A

The salary structure is detailed as below:

Salary Structure			
SR.NO.	PARTICULARS	MONTHLY	ANNUALLY
I	Basic + DA	52083	624996
ii	HRA	26042	312504
iii	Special Allowance (*)	19792	237504
iv	Employer's PF Contribution	6250	75000
A	BASE SALARY	104166	1250000
B	TOTAL COMPENSATION	104167	1250000
C	Other Benefits		
	Joining Bonus (*)		65000
	Internet Bill Reimbursement (*)		15000
	Gratuity (*)		30060
	TOTAL COMP +Other Benefits		1360060

(*) Special Allowance - Flexible Benefit Plan guidelines eligible for Tax Exemption purpose

Categories	Maximum eligibility
Leave Travel Allowance (LTA)	1 month of Basic Salary Per Annum
Professional Development Allowance	24,000 Per Annum
Meal Card	13,200 or 26,400 Per Annum
Fuel Reimbursement	Less than 1.6 cc 21,600/ - or more than 1.6 cc 28,800 Per Annum
Driver Salary	10,800 Per Annum
National Pension Scheme (NPS)	5% or 10% of Basic Salary as decided by employee Per Annum

(*) Advanced Statutory Bonus - paid as per Payment of Bonus Act.

(*) Internet bills reimbursement (Additional discretionary WFH benefits/reimbursement) – paid on actuals, applicable till Work from Home

(*) Shift Allowances - paid on the actual shift schedule as per Shift Allowance policy. Applicable for night shifts, weekend shifts, on-call, and rotational shifts.

(*) Variable Incentives - paid twice a year depending on company performance.

(*) On-Target Incentives – Paid yearly depending on company performance.

(*) Gratuity – paid as per payment of the Gratuity act