



KURUKSHETRA UNIVERSITY KURUKSHETRA

**[Established by the State Legislature Act XII of 1956]
(‘A+’ Grade, NAAC Accredited)**

AQAR-2020-21

5.2.2

Placement of Outgoing Students

Department of Electronic Science



Qualcomm India Private Limited

Corporate Identity Number(CIN): U64202DL1996PTC076991

Registered Office:

Unit No. 201, 2nd Floor, Tolstoy House

15, Tolstoy Marg, New Delhi -110001,

Tel:+91-11-43083550, Fax: +91-11-43083550

April 9, 2021

Vikramjeet Bamel

Noida, India

Dear Vikramjeet,

As the world's leading wireless technology innovator, we believe our employees' ideas can literally change the world. Behind every innovation, you'll find our people – big thinkers like you who focus on solving the toughest challenges and pioneering what's next in wireless technology breakthroughs. By joining the Qualcomm family, you too can play a part in changing the world.

Qualcomm India Private Limited ("Qualcomm") is pleased to extend an offer of employment to you as a(n) Engineer, Senior, reporting to Saurabh Shrimal, Engineer, Principal/Manager, with a start date to be determined.

Our offer to you includes a gross monthly salary of INR 175,000.00 and restricted stock units (RSUs) as per the terms and conditions in the attached RSU letter. Included in the gross monthly salary, Qualcomm will provide you allowances and reimbursements as indicated in the annexure to this offer letter. All salary, allowances and reimbursements will be paid less required withholdings and in accordance with the applicable policies and procedures of Qualcomm, as may be amended or modified by Qualcomm from time to time.

Sign-On Bonus

You will receive a sign-on bonus of INR 300,000.00 (less required withholdings), payable within the first two payroll periods of employment and is contingent on you being employed on the date of payment. If you terminate your employment prior to 24 Months you agree to repay the full amount of the sign-on bonus on or before your last working day with the company.

Annual Review Process

You will also be eligible to be considered for the corporate annual review process. During this review, each employee may be eligible for discretionary salary increases, performance bonus awards and Restricted Stock Unit grants subject to assessment on various relevant criteria. The annual review process is discretionary and is subject to change from time to time at the sole discretion of Qualcomm without any notice.

Benefits Program

We offer a comprehensive benefits package for you and your dependents. A summary of these benefits is available on the Benefits section of our website.

Place of Work

You will report into Qualcomm's Noida_SEZ office. Qualcomm may, after giving you reasonable notice, transfer or assign your services to any place of business of Qualcomm that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.



Qualcomm pans across geographies providing various services to its clients and you may be required to go through appropriate Induction & Orientation along with necessary training program. The training is given to ensure that you are compliant with the best practices followed by Qualcomm- on a worldwide basis.

Qualcomm reserves its rights to transfer or assign your services to any associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom Qualcomm may make any such arrangement or agreement. You may also be required on a temporary basis to work at any client premises based in India or overseas.

Retention Bonus

You will be eligible to receive a Retention Bonus of INR 300,000 less required withholdings ("Retention Bonus") subject to your remaining employed with Qualcomm on the respective date of eligibility, as follows:

The first installment of your Retention bonus, in the amount of INR 300,000.00 , will be paid within 60 days following **12** month(s) of your employment and is contingent on you being employed on the date of payment and is subject to repayment under the terms listed below* if you do not remain employed for 36 Months following your official start date.

* You agree to refund to Qualcomm the full amount of the Retention Bonus you received per the terms set forth above if you cease to be an employee on any of the dates of eligibility referred to above.

Confidentiality

You must always maintain the highest degree of secrecy and keep as confidential the records, documents and such other information relating to the business of Qualcomm, its parent, subsidiary and affiliated entities which may be known to you or confided in you by any means during the course of your employment with Qualcomm. You will be required to sign the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement with Qualcomm at the time of joining Qualcomm.

Taxes

Taxes will be withheld in accordance with applicable tax laws and you may be required to provide receipts for allowances. You shall be responsible for filing of your personal returns and comply with other requirements under the tax laws of India and any other relevant jurisdiction.

Probationary Period

You will initially be on probation for a period of 180 days from the actual date of your joining with us and will be eligible to be considered for confirmation in the regular service of Qualcomm on completion of the 180 days, unless Qualcomm specifies in writing that your probation period has been extended for such further period as determined by Qualcomm in its sole discretion. The probation period may be curtailed or extended by the management of Qualcomm at its sole discretion without assigning any reasons. Qualcomm may elect to terminate your employment at its sole discretion during the probation period without assigning any reason by providing thirty (30) days prior written notice or payment of a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice in lieu thereof.

You may terminate your employment with Qualcomm during the probation period by providing thirty (30) days prior written notice. The provision of such notice by you is mandatory in all instances of termination of employment by you. If you fail to provide such notice prior to terminating your employment, you will be required to pay Qualcomm a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice based on your gross pay (basic plus allowances).

During the probationary period your performance and other antecedents will be thoroughly assessed and evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period you will be eligible to be considered for confirmation in the regular service of Qualcomm on such terms and conditions as decided by Qualcomm.

Termination of Employment



After confirmation, your employment with Qualcomm may be terminated by either you or Qualcomm by providing sixty (60) days prior written notice. The provision of such notice by you is mandatory in all instances of termination of employment by you. If you fail to provide such notice prior to terminating your employment, you will be required to pay Qualcomm a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice based on your gross pay (basic plus allowances). Qualcomm however may at its sole discretion terminate your employment prior to the end of the notice period and pay in lieu of such notice gross salary.

Qualcomm reserves the right to terminate your employment (whether you are on probation or in confirmed employment) summarily without notice or payment of a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice in lieu of notice if it has reasonable grounds, including deficiency in performance, misconduct or negligence as per Qualcomm policy or guidelines, breach of this agreement or any applicable laws. You shall return to Qualcomm all company property in your possession upon the cessation of employment.

In case of any termination of employment, you agree to release Qualcomm and its parents, subsidiaries, affiliates, directors, employees and agents from all known or unknown, suspected or unsuspected, claims, if any, relating to or arising out of your employment, the cessation of your employment, or from any events, transactions or occurrences between yourself and Qualcomm, including any claims under any state or central employment laws, bye-laws, legislations, rules, notifications, statutes, precedents, practice or custom.

Other Acknowledgements and Contingencies

You understand and agree that this offer of employment has been extended to you based on the information/representations made by you in your resume, application and/or the personal information sheet (which includes information related to criminal records, age, education, experience, skill sets, conduct at the previous workplace, references, address verification etc.) and that this offer, and your employment with Qualcomm is contingent on such information being true, valid and accurate at all times after the date of this offer letter, and during your employment. You understand and agree that if any information provided in your resume, application and/or personal information sheet is or found to be untrue, misleading, inaccurate or inconsistent in any way, at any time after the date of this offer letter, or during your employment, including as a result of any investigation (which may commence prior to, continue or be completed post your joining date) to verify such information and any other inquiries as deemed necessary, this offer may be revoked or your employment may be terminated, without notice or payment in lieu thereof.

You also understand and agree that your employment is contingent upon signing the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement and acknowledging that you have not and will not bring or use, in the performance of your duties for Qualcomm, any proprietary or confidential information of any of your former employers without that former employer's written authorization. You agree and acknowledge that your employment with Qualcomm will not require you to violate any contract, obligation or confidence to any other party. You shall be solely and fully responsible for any costs or consequences that may arise in this connection.

You further acknowledge that Qualcomm will not be responsible for any outstanding salary, compensation, social security benefits, gratuity and other benefits which may be payable to you by your former employer.

Finally, you acknowledge your employment at Qualcomm is contingent on you being able to legally work in India. If, as a condition of your lawful ability to work in India, you are required to submit a Financial Guarantee, and Qualcomm agrees to do so, on your behalf, you must sign a Counter Guarantee which will be provided by Qualcomm.

Employment Rules and Regulations

In addition to the terms and conditions of employment specifically stated herein, you will also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by Qualcomm from time to time. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time including but not limited to work timings. You agree and acknowledge that your employment with Qualcomm is contingent upon compliance with all of the foregoing at all times and any failure to do so shall constitute a breach of this agreement and terms of employment.

Governing law



This offer and the employment agreement resulting from its acceptance shall be governed by and construed in accordance with the laws of India and any matter that may arise out of or in connection here with shall be brought in courts of competent jurisdiction in India, which shall have exclusive jurisdiction.

Entirety

This offer, upon acceptance, constitutes the entire agreement between the parties in relation to the subject matter hereof (except as stated herein) and supersedes any prior communications, writings, manifestations or understandings of any kind, oral or written in connection herewith. No delay or omission on the part of Qualcomm in exercising any of its rights hereunder shall operate as a waiver of such right or of any other right.

Deadline to Accept Offer:

This offer of employment will remain valid until 04/23/2021. Acceptance of this offer is contingent upon receipt of the following documents by the said deadline failing which the offer shall stand withdrawn at Qualcomm's sole discretion:

- Signed copy of this letter
- Agreement regarding Restricted and Embargoed/Sanctioned Countries and Employee Export Written Assurance completed and signed
- Inventions Disclosure, Confidentiality and Proprietary Rights Agreement
- Copy of your passport (if you do not have a passport, please complete the attached Declaration Form)
- Copy of your PAN card & Aadhar card

Qualcomm reserves the right to revoke the offer at its sole discretion at any time before the aforesaid deadline without any further obligation or liability.

You should scan and email signed copies of these documents to Sreejith Appukuttan at appukutt@qti.qualcomm.com, and carry your original signed letter on your date of joining and hand over the same to the said recruiter. You will receive copies of these documents in return.

If you have any questions, please do not hesitate to contact Sreejith Appukuttan at +91 (80) 61002773.

Congratulations and welcome to Qualcomm!

Sincerely,



Murali Malla

Director, Talent Acquisition

QUALCOMM India Private Limited

Corporate Identity Number(CIN): U64202DL1996PTC076991

This document is electronically signed and does not require a physical signature for further authentication.

TERMS OF OFFER ACCEPTED

SIGNATURE: _____

PRINT NAME: _____

DATE: _____

PROPOSED START DATE: _____

Annexure to the Appointment letter

| India Annexure | Per Annum Rs. | Per Month Rs. |
|---|---------------|---------------|
| Vikramjeet Bamel | | |
| Engineer, Senior | | |
| Noida_SEZ | | |
| Gross Pay | INR 2,100,000 | INR 175,000 |
| <u>Gross Pay Components</u> | | |
| <u>Basic Pay</u> | INR 840,000 | INR 70,000 |
| <u>House Rent Allowance</u> | INR 336,000 | INR 28,000 |
| <u>Flexible Benefit Plan</u> | INR 924,000 | INR 77,000 |
| Leave Travel Allowance | INR 84,000 | INR 7,000 |
| Special Allowanc | INR 840,000 | INR 70,000 |
| <u>Gross Pay Sub-Totals</u> | INR 2,100,000 | INR 175,000 |
| <u>Retrials</u> | | |
| Employer Contribution to Provident Fund | INR 100,800 | INR 8,400 |
| Gratuity | INR 40,404 | INR 3,367 |

| India Annexure | Per Annum Rs. | Per Month Rs. |
|---|----------------------|----------------------|
| Retirals Sub-Totals | INR 141,204 | INR 11,767 |
| Cost to Company (Gross Pay + Retirals) | INR 2,241,204 | INR 186,767 |
| <u>Company Paid Standard Benefits</u> | | |
| Mediclaime | INR 36,600 | |
| Personal Accident Insurance | INR 1,600 | |
| Group Term Life Insurance | INR 3,600 | |
| <u>Total CTC (Gross Pay + Retirals + Co.Pd Std Benefits)</u> | INR 2,283,004 | |
| <u>Sign On Bonus</u> | INR 300,000 | |
| <u>New Hire Restricted Stock Unit Value</u> | USD 30,000 | |

Note: After making elections, all unallocated funds from the Flexible Benefits Plan will be paid out monthly as taxable income under the heading "Special Allowance". Based on employee utilization of funds under elections made, any residual monies will accumulate and will be paid out as taxable income under the heading of "Special Allowance" at the end of the tax year.

* Gratuity payable as per Gratuity Policy of Qualcomm



Regd. Office:
Intel Technology India Pvt. Ltd.
#23-56P, Outer Ring Road
Devarabeesanahalli, Varthur Hobli
Bellandur Post, Bangalore 560 103, India
CIN: U85110KA1997PTC021606
Tel: +91-80-2605 3000, Fax: +91-80-2605 6190
www.intel.com

29-January-21

Partap Singh
KurukshetraUniversity

Dear Partap,

I am delighted to offer you the role of **Product Development Engineer** at **Intel Tech India Private Limited**. You are an outstanding applicant and we believe that your skills and experience make you an excellent addition to the team.

Below, you will find more information about the role, compensation, and some of the amazing benefits available to you when you join Intel. Please also refer to the enclosed General Terms & Conditions of Employment where you will find further information on your employment, including information on your right to work in the India and pre-employment checks.

1. Your Job:

Role: Product Development Engineer

Job grade: Grade 05, Exempt

Location: India, Bangalore, SRR3 - SRR3 - Bangalore Sarjapur 3

Start Date: 14-June-21

2. Work Hours:

Your normal hours of work are 40 hours per week, exclusive of an unpaid meal break of up to one hour a day. You will be assigned a particular attendance pattern for your role by your management team on commencement. You may be required to work such additional hours as are necessary for the proper performance of your duties.

3. Base Pay:

Your annual base pay is Rs.1,090,852 which shall be payable monthly in arrears on or about the payroll cut-off of each month directly into your nominated bank account. Attached is the detailed compensation sheet.

If your employment commencement date is on or before the payroll cut off-of the month, you will receive your first month's pay on the month payday of the month of when your employment commences. If your employment commencement date is on or after the payroll cut-off of the month, you will receive your first month's pay on the payday of the following month of when your employment commences.

4. Bonus:

Annual Performance Bonus

You will be eligible to participate in the Annual Performance Bonus (APB) with a payout goal of Rs.35,998.12. The actual APB will be calculated pursuant to criteria established by the Intel group as modified by the Company from time to time at its sole discretion.

Private and Confidential



Quarterly Profit Bonus

You will be eligible to participate in the Quarterly Profit Bonus (QPB) that will be paid in accordance with the QPB policy, as modified by the Company from time to time at its sole discretion.

Domestic Relocation

You will be eligible for a onetime payment of Rs. 100,000.00.

Stock:

Stock Purchase Plan (SPP):

You are eligible to participate in the Employee Stock Purchase Plan (SPP), subject to Intel's SPP qualification cycle time. Details are available in the Company's stock policies.

Notice of Termination:

Either party may terminate employment by giving two (2) months' notice in writing or two (2) months' salary in lieu of notice.

We hope you are excited by this offer but please do consider these terms carefully. You have 14 days to accept this offer, after which the offer is automatically withdrawn. To accept this offer, please sign and return the copy enclosed to us. Please note that changes can only be made to this offer with our agreement, as such please do not make any changes. Instead contact us to discuss the same.

We look forward to welcoming you to Intel, and to helping you build an amazing career here.

Yours sincerely,

For and on behalf of
Intel Technology India Pvt. Ltd

Authorized Signatory
Vasanthi Naidu

DISCLAIMER

Wherever this document is made in both English and local language versions, in case of any discrepancies between the two versions, the English version shall prevail.

Acknowledgment

I have read and have understood the foregoing, and hereby accept the offer on the terms stated above.

By signing this letter, I confirm that all personal information provided to Intel is correct. I also understand that failure to disclose accurate information will render me liable for disciplinary action up to and including termination.





Signature: _____

Full Name (as per IC / Passport): _____

Local Identification Number (For Local Hire) or Passport Number (For Foreign Hire):

Date: _____ mm/dd/yyyy





UNDERSTANDING YOUR COMPENSATION (SPECIAL ALLOWANCE)

Dear Partap,

A Special Allowance will be paid pro-rata to employees on a monthly basis to compensate for additional resultant tax due to the absence of certain tax saving salary components.

The Special Allowance as indicated below would be the same for all employees in a grade.

The Special Allowance amount is subject to revision on a yearly basis considering prevailing Income Tax legislation and other relevant factors. Intel reserves the right to vary, reduce, or eliminate the allowance at its discretion.

As per your Grade, the annual Special Allowance amount (INR) for the current payroll financial year (Apr-Mar) is as follows:

Grade 05 Special Allowance for Employees (INR) 22,674

A handwritten signature in blue ink, appearing to read "Vasanthi Naidu", written over a horizontal line.

Authorized Signatory
Vasanthi Naidu

Signature:

Date:





Regd. Office:
Intel Technology India Pvt. Ltd.
#23-56P, Outer Ring Road
Devarabeesanahalli, Varthur Hobli
Bellandur Post, Bangalore 560 103, India
CIN: U85110KA1997PTC021606
Tel: +91-80-2605 3000, Fax: +91-80-2605 6190
www.intel.com

03-May-21

Satbeer Singh
Thapar Institute of Engineering and Technology University
Thapar University Patiala

Dear Satbeer,

I am delighted to offer you the role of **Physical design engineer** at **Intel Tech India Private Limited**. You are an outstanding applicant and we believe that your skills and experience make you an excellent addition to the team.

Below, you will find more information about the role, compensation, and some of the amazing benefits available to you when you join Intel. Please also refer to the enclosed General Terms & Conditions of Employment where you will find further information on your employment, including information on your right to work in the India and pre-employment checks.

1. Your Job:

Role: Physical design engineer

Job grade: Grade 05, Exempt

Location: India, Karnataka, SRR4 - SRR4 - Sarjapur 4

Start Date: 07-June-21

2. Work Hours:

Your normal hours of work are 40 hours per week, exclusive of an unpaid meal break of up to one hour a day. You will be assigned a particular attendance pattern for your role by your management team on commencement. You may be required to work such additional hours as are necessary for the proper performance of your duties.

3. Base Pay:

Your annual base pay is Rs.1,090,852 which shall be payable monthly in arrears on or about the payroll cut-off of each month directly into your nominated bank account. Attached is the detailed compensation sheet.

If your employment commencement date is on or before the payroll cut off-of the month, you will receive your first month's pay on the month payday of the month of when your employment commences. If your employment commencement date is on or after the payroll cut-off of the month, you will receive your first month's pay on the payday of the following month of when your employment commences.

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Annual Performance Bonus

You will be eligible to participate in the Annual Performance Bonus (APB) with a payout goal of Rs.35,998.12. The actual APB will be calculated pursuant to criteria established by the Intel group as modified by the Company from time to time at its sole discretion.

Private and Confidential



Quarterly Profit Bonus

You will be eligible to participate in the Quarterly Profit Bonus (QPB) that will be paid in accordance with the QPB policy, as modified by the Company from time to time at its sole discretion.

Domestic Relocation

You will be eligible for a onetime payment of Rs. 100,000.00.

Stock:

Stock Purchase Plan (SPP):

You are eligible to participate in the Employee Stock Purchase Plan (SPP), subject to Intel's SPP qualification cycle time. Details are available in the Company's stock policies.

Notice of Termination:

Either party may terminate employment by giving two (2) months' notice in writing or two (2) months' salary in lieu of notice.

We hope you are excited by this offer but please do consider these terms carefully. You have 14 days to accept this offer, after which the offer is automatically withdrawn. To accept this offer, please sign and return the copy enclosed to us. Please note that changes can only be made to this offer with our agreement, as such please do not make any changes. Instead contact us to discuss the same.

We look forward to welcoming you to Intel, and to helping you build an amazing career here.

Yours sincerely,

For and on behalf of

Intel Tech India Private Limited

Authorized Signatory
Vasanthi Naidu

DISCLAIMER

Wherever this document is made in both English and local language versions, in case of any discrepancies between the two versions, the English version shall prevail.

Acknowledgment

I have read and have understood the foregoing, and hereby accept the offer on the terms stated above.

By signing this letter, I confirm that all personal information provided to Intel is correct. I also understand that failure to disclose accurate information will render me liable for disciplinary action up to and including termination.

Private and Confidential



Signature: _____

Full Name (as per IC / Passport): _____

Local Identification Number (For Local Hire) or Passport Number (For Foreign Hire):

Date: _____ mm/dd/yyyy





UNDERSTANDING YOUR COMPENSATION (SPECIAL ALLOWANCE)

Dear Satbeer,

A Special Allowance will be paid pro-rata to employees on a monthly basis to compensate for additional resultant tax due to the absence of certain tax saving salary components.

The Special Allowance as indicated below would be the same for all employees in a grade.

The Special Allowance amount is subject to revision on a yearly basis considering prevailing Income Tax legislation and other relevant factors. Intel reserves the right to vary, reduce, or eliminate the allowance at its discretion.

As per your Grade, the annual Special Allowance amount (INR) for the current payroll financial year (Apr-Mar) is as follows:

Grade 05 Special Allowance for Employees (INR) 22,674

A handwritten signature in blue ink, appearing to read "Vasanthi Naidu", written over a horizontal line.

Authorized Signatory
Vasanthi Naidu

Signature:

Date:



Private and Confidential

April 6, 2021

Chander Mohan

Dear Chander,

We take great pleasure in offering you an opportunity for full-time employment position with Synopsys (India) Private Limited ("Synopsys India" or the "Company"), in the position of **R&D Engineer, I in Job Grade 64**.

Please refer to the following attachments:

Annexure I: Target employment cost

Annexure II: Summary of currently applicable benefits

Annexure III: Terms and conditions of employment with Synopsys India

The validity of this offer is contingent to your Medical Fitness and the Company verifying accuracy of the information provided by you. In this regard, you authorize the Company (by signing a copy of this letter to appoint an agency of its choice to conduct such verification) to investigate your references, work records, education and other matters pertaining to your employment, at any time during your tenure.

Please acknowledge the acceptance of the conditional offer by signing the duplicate copy and handing it over to us. This offer is valid only up till April 20, 2021 and shall automatically lapse and considered as withdrawn / revoked unless we receive your acceptance by such date.

We look forward to you having a long and fruitful relationship with Synopsys India.

Please note that the validity of this offer is subject to you returning the enclosed application blank, duly filled, and providing your acceptance of this offer in the space provided below. An appointment letter will be issued on the date of joining, subject to receipt of the filled-in Application Blank and photocopies of the first two and the last two pages of your Passport, at least 7 days before the intended start date at Synopsys India.

In case you have any questions or would like to discuss the terms and/or conditions of this offer, please feel free to get in touch with me.

Thanking you,

For, Synopsys (India) Pvt. Ltd

Ashish Bharadwaj
Regional Manager- Human Resources

Regd. Office: RMZ Infinity, Tower A, 3rd, 4th & 5th Floor, Municipal No.3, Old Madras Road, Benniganahalli, Bangalore – 56001
Phone: +91 - 80 - 4018 8000, Fax: +91 - 80 - 30523800

Please note that as per Synopsys India policy, the terms of the offer (compensation details & the job grade) is strictly private and confidential. Breach of this policy in any form (to employees within Synopsys or to anyone outside the organization) would disqualify your candidature and eventually employment with the organization.

Acceptance:

I, Chander Mohan, hereby accept the conditional offer of employment with Synopsys India Pvt. Ltd. and agree to the terms and conditions of this letter and the annexures hereto.

Signature: 