



Global Technology and Engineering Center, Chennai

February 28, 2022

Mr. Siddarthan Sudarshan,
Plot No:4A, Vallalar Nagar Extension,
Sayanavaram, Ponneri, Tamil Nadu 601204

Dear Siddarthan Sudarshan,

This has reference to the interview you underwent in our organization. We are pleased to offer you as **Graduate Engineer Trainee** with effect from **2nd May 2022**. This offer is governed by the following terms and conditions which may be amended / altered as per the policy of the company from time to time.

1. You will be entitled to a gross salary (Base Pay) of **Rs.4,30,800 (Rupees Four Lakhs Thirty Thousand Eight Hundred Only)** per annum and other benefits as mentioned in the attached annexure.
2. You shall be on training period for One Year. At the discretion of the management, your training period may be extended for a further period of 6 months without any change in terms and conditions
3. You do not have any right of permanent employment in our organization after completion of training. However, on satisfactory completion of training, your case for absorption as a probationer in the employment of the company may be considered based on your performance and availability of suitable vacancy in the organization.
4. You shall, therefore, have no legal right to continue in employment on expiry of your training period unless you receive a written communication to the contrary from the Human Resources Manager of our organization.
5. Your appointment is subject to transfer to any of the Flowserve facilities in India or abroad.
6. The Management reserves right to terminate you at its discretion, in case if your training performance/conduct is found to be not satisfactory.
7. You will be eligible for leave as given below:
Casual cum sick leave: 6 days per annum
Holidays includes National holidays as per our holiday list.
8. You shall not accept any other employment with any other concern in any capacity while you are on training at Flowserve.




PRINCIPAL
ENGINEERING COLLEGE
Perambalur, Kavaraipeitai,
Gummidipoondi Taluk,
Thiruvallur Dist - 601 302

Flowserve India Controls Pvt Ltd
A subsidiary of
Flowserve Corporation, USA
www.flowserve.com

Registered Office :
Plot # 4, 1-A Road No.8, Export Promotion Industrial Park
Whitefield, Bengaluru - 560 066.
Phone : 91-80-4014 6200
Facsimile : 91-80-2841 2868
CIN : U85110KA1996PTC021388

Flowserve India Controls Pvt Ltd
Global Technology and Engineering Center, Chennai
Ambit IT Park, Ambit Park Road,
Module : A, 7th Floor, Plot No. 32A & 32B
Ambattur Industrial Estate, Ambattur,
Chennai - 600 058, India



ANNEXURE TO THE OFFER

NAME : Siddarthan Sudarshan
JOB TITLE : Graduate Engineer Trainee
DEPARTMENT : Corporate IT
LOCATION : Chennai

PARTICULARS	Monthly (INR)	Annually (INR)
BASIC	17,950	2,15,400
H.R. A	8,975	1,07,700
TELEPHONE REIMBURSEMENT	1,000	12,000
EDUCATION ALLOWANCE	200	2,400
LEAVE TRAVEL ASSISTANCE	1,000	12,000
OTHER ALLOWANCE	3,921	47,052
MONTHLY GROSS	33,046	3,96,552
ANNUAL / OTHER BENEFITS		
PROVIDENT FUND	2,154	25,848
BONUS	700	8,400
ANNUAL GROSS PAY (BASE PAY)	35,900	4,30,800

Apart from the above, you will be eligible for the following benefits.

1. Medclaim Insurance coverage for self and three dependents (the dependant definition includes spouse, children or dependant parents subject to first preference for spouse & children in coverage).
2. Group Personal Accident Insurance coverage for self.
3. Group Life Insurance coverage for self.
4. Superannuation scheme at 10% of Basic Salary (on completion of 3 years of service in the organization)
5. Gratuity Scheme (As per the Payment of Gratuity Act)
6. Annual Incentive as per the company policy on AIP. It will be a performance-based variable pay.
7. Two-wheeler conveyance allowance of INR 2500 per Month.
8. You will be entitled for additional bonus of INR 8400 per annum, if Basic salary & DA is less than INR 21,000/- per month in compliance to the Payment Act 1965

For Flowserve India Controls Pvt. Ltd.,

S. Balakumar
HR Business Partner



PRINCIPAL
T.J.S. ENGINEERING COLLEGE
Peruvoyal, Kavaraipettai,
Gummidipoondi Taluk,
Thiruvallur Dist - 601 206.

Agreed and accepted by Mr. Siddarthan Sudarshan, Signature & Date