

20 August 2021

Tan Chin Tuan
Blk 764 Bedok Reservoir View
#03-271
Singapore 470764

Private & Confidential

Dear Chin Tuan

**Appointment as Scientist I
(Institute for Infocomm Research)**

We are pleased to convey to you an offer of appointment as Scientist I with the Institute for Infocomm Research, A*STAR Research Entities ("ARES") on the terms of this letter and the attached Terms and Conditions together with all policies referred to therein (collectively referred to as "the Employment Contract"), all of which shall form a part of this Employment Contract.

You will be appointed on the Research Scientists & Engineers ("RSE") Scheme, Grade 2 with a corresponding salary range of S\$4,750 to S\$6,800. You shall be paid a gross monthly salary of **S\$6,500** in accordance with ARES's prevailing policies. This includes a Monthly Variable Component ("MVC") of 12% of your gross monthly salary. The MVC portion of salary, applicable to all staff, is subject to review and may be adjusted or reduced at ARES's discretion.

Your employment shall commence on your first day of work ("the Effective Date") and shall continue for a period of **2 years** from the Effective Date, inclusive of a 6-month probationary period. Any extension of this Contract beyond the **2-year** period shall be at ARES's discretion and on terms to be agreed.

If you accept the offer of employment, please complete and return the original attached Form of Acceptance, duly signed.

To facilitate our appointment and planning processes, we look forward to a written response from you to this offer of appointment by **27 August 2021**.

We sincerely hope that you will join our A*STAR family.

In the meantime, if you have any questions, please do not hesitate to contact the undersigned at Debbie_lee@hq.a-star.edu.sg.

Yours sincerely



Debbie Lee (Ms)
Assistant Head, Human Resource
For and on behalf of
Institute for Infocomm Research

CREATING GROWTH, ENHANCING LIVES

Mission | We advance science and develop innovative technology
to further economic growth and improve lives.

Vision | A global leader in science, technology and open innovation.

T +65 6408 2000

FORM OF ACCEPTANCE

Debbie Lee (Ms)
Assistant Head, Human Resource
For and on behalf of
Institute for Infocomm Research

I, Tan Chin Tuan, (NRIC/Passport No. S1824895F) of
Blk 764 Bedok Reservoir View #03-271 S(470764) [address] confirm that I have
received and have read ARES's offer of employment as set out in ARES's
Employment Contract.

I confirm that I agree to and accept ARES's offer of employment on the terms and conditions of
the Employment Contract.

The "Effective Date" of employment is on 13/09/2021



Signature

23/08/2021

Date