

26 Oct 2021

Miss Frances Karla Kusuma

Private & Confidential

97 Meyer Road
#16-07
Singapore 437918

Dear Frances Karla Kusuma

**Appointment as Research Associate
Experimental Drug Development Centre (EDDC)**

We are pleased to convey to you an offer of appointment as Research Associate with the Experimental Drug Development Centre (EDDC), 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 & Technical Support (RTS) Scheme, Grade 4 with a corresponding salary range of S\$3,900 to S\$7,800. You shall be paid a gross monthly salary of S\$4,400 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 1 year 6 months from the Effective Date, inclusive of a 6-month probationary period. Any extension of this Contract beyond the 1 year 6 months period shall be at ARES's discretion and on terms to be agreed.

If you accept the offer of employment, please accept via the contract acceptance page.

To facilitate our appointment and planning processes, we look forward to a response from you to this offer of appointment by 2 Nov 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 Reuben Kim, Head, Human Resource, at reuben_kim@hq.a-star.edu.sg.

Yours sincerely



MS RAJASWARI
GROUP DIRECTOR
HUMAN RESOURCE