

24 February 2021

Gan Xu Hong
62A Highland Road
Singapore 549148

Private & Confidential

Dear Xu Hong

**Appointment as Senior Research Engineer II
(Singapore Institute of Manufacturing Technology)**

We are pleased to convey to you an offer of appointment as Senior Research Engineer II with the Singapore Institute of Manufacturing Technology, 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, [REDACTED] 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 **3 years** from the Effective Date, inclusive of a 6-month probationary period. Any extension of this Contract beyond the **3-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 **10 March 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 Chu Hui Ying, Assistant Head, at 6419 6527 or Chu_Hui_Ying@hq.a-star.edu.sg.

Yours sincerely



Dr David Low
Executive Director
Singapore Institute of Manufacturing Technology (SIMTech)

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.

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FORM OF ACCEPTANCE

Dr David Low
Executive Director
Singapore Institute of Manufacturing Technology (SIMTech)

I, Gan Xu Hong, (NRIC/Passport No. S8228029D) of
62A Highland Road Spore 549148 [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 01/04/2021.
(dd/mm/yyyy)



Signature

03/03/2021
Date

