

**CONFIDENTIAL**

03 June 2019

Tilak Kumar Rathour  
New Delhi.

Dear Tilak Kumar Rathour,

As we have discussed, we are delighted to offer you a full-time role with Policy Bazaar(India) as Sales Trainee. This change will be effective as of 03 June 2019.

**Salary:** Your annual gross salary will be INR 3,00,000, inclusive of basic and fixed allowances; all associates are paid on the last working day of every month. Policy Bazaar reviews salaries each June, provided you were employed at Policy Bazaar by March 31 in that year; the raise is pro-rated if your employment tenure is fewer than 12 months.

**Performance Bonus:** Policy Bazaar receive performance bonuses at the end of each year, based on eligible wages earned during the calendar year. During your initial 12 months, this bonus will be up to 10% of your base salary income earned. Your performance and the company's results will determine your incentive compensation.

**Relocation:** We will provide relocation assistance to support your move closer to your Policy Bazaar office. If you are relocating from another city All other benefits of employment will remain in force.

You will be entitling for Emerging Leaders Reward Program (ELRP). The amended ELRP program payout amount and schedules are detailed out below:

Payout month	Tenure in Months (Conversion date)			Total INR 1,50,000
	At the end of the Quarter of 18 <sup>th</sup> month	At the end of the Quarter of 30 <sup>th</sup> month	At the end of the Quarter of 42 <sup>th</sup> month	
	INR 1,50,000	INR 1,50,000	INR 1,50,000	

If you have any questions about any of the elements of this offer, please do not hesitate to call me. We look forward to you joining Policy Bazaar and helping Policy Bazaar (and you!) to continue to grow and prosper in the future!

Finally, please be aware that the elements of this offer are personal and specific to you, and accordingly, we do not consider them appropriate to be shared with colleagues or the general public. Please note that we do take the confidentiality of such arrangements very seriously.


Sincerely,



Apoorva Aggarwal  
Office Managing Principal



Registrar  
Invertis University  
Bareilly



Director Corporate Relations  
Invertis University  
Bareilly