

OFFER LETTER

PRIVATE AND CONFIDENTIAL

Date: 17-10-2021

Dear Ankit Bisht,


We have the pleasure to offer you the position of **Sport Leader** on Full-Time Basis, at Decathlon Sports India Pvt. Ltd.

1. Terms & Conditions

1. You will report to **Uzain Zahoor** or any officer appointed by him/her on 18-10-2021
2. Your monthly gross salary will not exceed Rs. **26000.0** (INR. Twenty Six Thousand). Refer to the salary annexure mentioned below
3. You may also receive a bonus on monthly basis and which would be to a maximum of 20.0 % of your monthly gross salary. Your manager will explain to you the calculation of such bonus
4. Please note that salary and bonus payments are made based on individual merits and therefore such matters should be kept strictly confidential to yourself only
5. Changes in your compensation are subject to the discretion of the Company and will be subject to and be on the basis of your effective performance and results during your employment and other relevant criteria
6. You will be on probation for a period of 3 month(s) from the date of your appointment. On completion of the probation period, if the Company finds you to be suitable for the appointed post, your appointment shall be confirmed and communicated to you in writing

For Decathlon Sports India Pvt Ltd

Thanking you
Uzain Zahoor


Director, Corporate Relations
Invertis University
Bareilly


Registrar
Invertis University
Bareilly

OFFER LETTER

PRIVATE AND CONFIDENTIAL

Date: 17-10-2021

Dear Arpit Chauhan,

We have the pleasure to offer you the position of **Sport Leader** on Full-Time Basis, at Decathlon Sports India Pvt. Ltd.


1. Terms & Conditions

1. You will report to **Uzain Zahoor** or any officer appointed by him/her on 18-10-2021
2. Your monthly gross salary will not exceed Rs. **26000.0** (INR. Twenty Six Thousand). Refer to the salary annexure mentioned below
3. You may also receive a bonus on monthly basis and which would be to a maximum of 20.0 % of your monthly gross salary. Your manager will explain to you the calculation of such bonus
4. Please note that salary and bonus payments are made based on individual merits and therefore such matters should be kept-strictly confidential to yourself only
5. Changes in your compensation are subject to the discretion of the Company and will be subject to and be on the basis of your effective performance and results during your employment and other relevant criteria
6. You will be on probation for a period of 3 month(s) from the date of your appointment. On completion of the probation period, if the Company finds you to be suitable for the appointed post, your appointment shall be confirmed and communicated to you in writing

For Decathlon Sports India Pvt Ltd

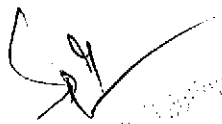
Thanking you
Uzain Zahoor


Director Corporate Relations
Invertis University
Bareilly


Registrar
Invertis University
Bareilly

Salary Annexure

Emoluments	CTC without Bonus		CTC with Bonus	
	Per Month	Per Annum	Per Month	Per Annum
Fixed Gross	26000.00	312000.00	26000.00	312000.00
Basic Salary	14400.00	172800.00	14400.00	172800.00
House Rent Allowance	7200.00	86400.00	7200.00	86400.00
Conveyance Allowance	0.00	0.00	0.00	0.00
Leave Travel Allowance	1084.00	13001.00	1084.00	13001.00
Medical Expense Reimbursement	0.00	0.00	0.00	0.00
Special Allowance	3317.00	39800.00	3317.00	39800.00
Bonus @ maximum 20.0%	-	-	5200.00	62400.00
Gross Salary	26000.00	312000.00	31200.00	374400.00
PF	1800.00	21600.00	1800.00	21600.00
Gratuity	693.00	8312.00	693.00	8312.00
CTC	28493.00	341912.00	33693.00	404312.00


 Registrar
 Invertis University
 Bareilly