



March 19, 2022

Dear Manish Kumar,

Jansandesh Times Pvt Ltd is delighted to offer you a full- time position in the Company with an anticipated start date of 14th July 2022, contingent upon background and reference check.

You will start in a full-time position of Sales Officer in Lucknow. In this capacity, you will perform duties and responsibilities that are reasonable and consistent with such position as may be assigned to you from time to time. You agree to devote your full business time, attention, and best efforts to the performance of your duties and to the furtherance of the Company's interests.

The position comes with an annual cost to company of INR 2,50,000/- (Two Lakhs Fifty Thousand only). As a regular employee of the Company, you will be eligible to participate in several future Company-sponsored benefits. The deductions as per applicable Government rules (Professional Tax, TDS, PF etc) will be done from above amount. For detailed break-up of the CTC refer to Annexure 1.

As an employee of the Company, you will be expected to abide by and adhere to the Company's rules and standards including confidentiality norms. As a condition of your employment, you will be subject to all applicable employment and other policies of the Company. You will also agree to execute any additional agreements required by the Company at the start of your employment. You further always agree that during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Please note any information in relation to the Company that you may become privy to pursuant to this offer is confidential and as such you agree that unless specifically agreed to in writing you will not disseminate such information. In the event you desire to terminate this Agreement hereunder, you shall provide at least Sixty (60) days prior written notice of the termination date to the other party.

You are required to serve a probationary period of 2 months after which your service will be confirmed subject to satisfactory performance. The probationary period may be extended or shortened at the absolute discretion of the Company. During the probationary period, the appointment may be terminated by the Company at any time with 3 days' notice via email or in writing - without assigning any reason for termination.

During the probation period, you may resign with giving 15 days' Notice and properly completing and handing over all the work on hand and returning all company assets,

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all contact details and correspondence of Company related work as applicable in proper and systematic form.

Please confirm your acceptance of this offer by signing and returning this letter by 25th March 2022.

We are confident you will be able to make a significant contribution to the success of our Jansandesh Times Pvt Ltd and look forward to working with you.

Sincerely,

For Jansandesh Times Pvt Ltd

Priyank Mehta

(Chief of Staff)

ANNEXURE 1

<u>Items</u>	<u>Compensation (INR)</u>	
	<u>Annually</u>	<u>Monthly</u>
Basic	160,200	13,350.00
HRA	36,668	3,055.67
Other Allowance	31,532	2,627.67
Employer Contribution to PF	21,600	1,800.00
Sub-Total (Item A)	250,000	20,833

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Director Corporate Relations
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Points to note on Annexure-

- Performance linked Pay will be payable based on your performance and growth (if applicable).
- Employee Contribution to PF and ESIC (if applicable), Professional Tax and TDS or any other statutory deductions shall be as per the applicable norms.
- Gratuity will be payable on successful completion of 5 years or as per Gratuity Act in force.
- Matter of your compensation is confidential information of the company. Your compensation package is unique to you and not for comparison with other employees of the company.
- If you leave the Company within 15 days of the joining date, no salary will be processed or paid.

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